January 2, 1963

Mrs. Doris Bardon
Field Director
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Mrs. Bardon:

Mr. Dunbar has asked me to respond to your letter of December 28 since I have assumed the duties of Director of Field Activities.

We will be happy to continue our agreement with the Encampment. If you will send us about 30 copies of your materials we will distribute them to the state Councils on Human Relations, other appropriate groups, nand otherwise attempt to get you some promising recruits.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 8, 1963

Mr. William K. Williams
Illinois Commission on Human Relations
160 North LaSalle Street
Chicago 1, Illinois

Dear Bill:

Thanks for the copy of your letter to Dreger. It's good to hear from you. It's true--Rilling too is gone and you all seem busy turning up at NAIRO meetings. The thing that puzzles me is that all you old pros would let the South integrate without you--if indeed it ever does.

Your gesture about the back salary is generous. I leave the matter with them. Believe it or not, I want the state Councils to be really autonomous. Come to think of it, you'll believe it!

In time I would enjoy hearing of your life and events in Illinois. Meanwhile, all the best to you and your family.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Dec. 31, 1962

Dr. Ralph Dräger
P O Box 8292
Jacksonville, Florida

Dear Ralph:

Have not a care about that Eastern Airlines bill- it has long since been paid in full. It has been a struggle getting such items cared for, but we've put over $1000 into clearing up loose ends since I arrived here, and can face the new year with some optimism.

Incidentally, I bumped into A.L. Kidd in Washington D.C. last month at the NAIRO conference, and enjoyed very much fresh news of Florida. However, he asked if I had been paid in full when I left dear old FCHR and I explained that I had not but that it was a closed issue as far as I am concerned. Perhaps it seems strange to some folks, but this seems a small sacrifice when compared with those being made by such people as the student groups. Our concern is for the ongoing effort of the FCHR, and this would surely be hampered if y'all had to worry with old bills. He was of a mind to bring this up, and I have done my best to dissuade him. Should he do so anyhow you have my personal word on it- please consider it our contribution to a worthy cause.

In this regard it is good to hear that you are making progress in the money direction. I've always been convinced that it was there, and am pleased you are finding the key!

Best wishes for a meaningful and fruitful new year all around.

Sincerely,

Wm K Williams

cc Mabel Cheeley
Paul Anthony

Dear Paul,
Saw Billy in DC, & knows he has flown the coop. I'm sure we all feel nostalgic symptoms, for the SRC related days were most meaningful. Best wishes to you & to SRC folks -
Personally -
Bill

January 14, 1963

Mr. James O. Gibson
Program Specialist
Community Education and Industrial Relations
Flanner House of Indianapolis
333 West 16th Street
Indianapolis, Indiana

Dear Jim:

Your letter received, but Rilling has departed also. He is now Executive Director of the Commissioners' Council on Human Relations, Room 208 District Building, Washington 4, D. C.

Your letter is being passed on to research and you should get some response soon.

Do come to see us as soon as you can.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

National Civil Liberties Clearing House

MM

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

January 14, 1963.

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul :

Thanks for sending me a copy of your memo on changing the dates of the Southern Interagency Conference meeting. I am grateful for both the act and the thought.

You may be interested in the attached clip.

Shows how word from Atlanta can trickle up here via the West Coast. We keep informed, all right!

Yours,

Mary Alice

Mary Alice Baldinger,
Executive Director.

20

JOB OPENING: Available January 15, 1963--or as soon thereafter as possible.

MISSOURI COMMISSION ON HUMAN RIGHTS
Room 234 State Capitol Building
Jefferson City, Missouri
(Phone: 635-5726)

EXECUTIVE DIRECTOR

JOB SPECIFICATIONS

Duties: Under the general supervision of the Commission, the Director is charged with the administration of a basic human rights law, and an enforceable Fair Employment Practices law; supervision of office and staff; co-ordination of Commission's activities; program development; receiving and investigating all complaints; preparing of reports; conducting studies; liaison work with various State, municipal and Federal offices; appearing before public and private agencies; assisting as consultant in the work of the six municipal human relations commissions; preparation and execution of the biennium budget; attempting, by means of private conferences, conciliation and persuasion, to resolve human rights problems; planning and co-ordinating the educational program of the Commission, including the holding of Conferences and Workshops; assisting in the holding of public hearings in FEP cases; promoting implementation of the FEP law in meeting with top State officials, business and labor leaders, employment agencies, schools, minority youth, and human relations organizations.

Presently, Executive Director and his secretary are the only full time employees of the Commission, but as of July 1, 1963, a Deputy Director will commence employment, subject to approval of the Missouri General Assembly.

Minimum Qualifications

General Education: An undergraduate degree. Preference will be given to applicants holding a Master's degree.

Professional Experience: Experience in the general field of intergroup relations, with some administrative background. Preference will be given to applicants having experience in FEPC complaint investigations, preparation of reports, community organization, personnel or labor management relations.

Personal Qualifications: The Director is expected to be a highly trained individual, experienced in handling sensitive problems, and well oriented in the techniques essential to effective complaint investigation. He must be sensitive to the problems of minorities, and in sympathy with the goals of human and civil rights.

Salary Range: $7,000 per annum; expected increase to $8,000 per annum as of July 1, 1963, subject to approval of Missouri General Assembly.

Personal Interview required. Send with initial letter of application all pertinent biographical data, education, work experience, related experience, and such other information as will indicate specific qualifications for and interest in the position.

APPLY DIRECTLY TO: Mr. Winston Cook, Chairman
Missouri Commission on Human Rights
411 North 7th Street
St. Louis 1, Missouri
(Phone: MA 1-9092)

SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N. W., ATLANTA 3, GEORGIA

December 17, 1962

The Missouri Commission on Human Rights is interested in filling the position described in the enclosed announcement. If you know of a good person who might be interested--and who is determined to leave the region anyway--please pass this on.

Paul Anthony
Director of Field Activities

PA:mm
Enclosure

January 21, 1963

Mr. Percy Williams
Assistant Director for Contract Compliance
President's Committee on Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Williams:

By now you will have received an invitation from the Alabama Council on Human Relations. This is to express our appreciation for your willingness to come to their rescue at the last minute.

They are a good group, deserving of help, and are delighted you will be the main speaker at their annual meeting.

I look forward to meeting you at Tuskegee.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

cc: Mr. Art Levin

THE COUNCIL ON HUMAN RELATIONS

281 THE ARCADE, CLEVELAND 14, OHIO • TELEPHONE: SUperior 1-6630 AND 1-6631

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Office Secretary

January 22, 1963

Miss Marge Manderson
Southern Regional Council
Atlanta 3, Georgia

Dear Miss Manderson:

Thank you for your informative letter of January 17, in answer to our inquiry to Dr. Rilling.

We are writing to Miss Connie Curry, Father Albert Foley and Dr. Gordon Lovejoy, as you suggest.

The list of workshopswe are preparing is to appear in the Spring Issue of THE JOURNAL OF INTERGROUP RELATIONS, and may be circulated to a larger group in time to give publicity to the workshops listed. So it will go to at least 1,000 people,- all of whom are interested in Intergroup Relations.

Sincerely yours,

Nell G. Henry

(Miss) Nell G. Henry
for
J. D. Nobel
Director

Contributions are tax deductible

January 17, 1963

Miss Nell C. Henry
The Council on Human Relations
281 The Arcade
Cleveland 14, Ohio

Dear Miss Henry:

The following information is in reply to your earlier letter to Paul Rilling (who is now Director of the Commissioners' Council on Human Relations of the District of Columbia).

1. Tentative plans have been made for a Summer, 1963 workshop on human relations, for Southern students only, in one Georgia city, to be sponsored by an affiliate of the USNSA; however, Miss Connie Curry, who is coordinating this project, prefers that you write directly to her for any information to be published. Please write her in some detail about the scope and use of your directory--particularly, advise her what distribution you plan. She will send you the necessary information if she determines that a listing would be useful for your purposes. Her address is: Southern Project, 41 Exchange Place, S.E., Atlanta 3, Georgia.

2. Insofar as we have been able to determine, there will be no other human relations workshops in Georgia.

3. Spring Hill College, in Mobile, Alabama, has plans for its second annual human relations workshop. Write to Father Albert Foley, Spring Hill College, Mobile, Alabama, for details.

4. Although you have probably determined this from other contacts, we are informed that the NCCJ in North Carolina plans a workshop. The extent of its college connection and other details are unknown to us. Dr. Gordon Lovejoy, National Program Consultant for the National Conference of Christians and Jews, would be the proper person to supply the information you desire (P. O. Box 3587, Greensboro, N.C.).

I am enclosing a listing of directors of State Councils on Human Relations; if you have not already done so, you may wish to write each of them for information about their state which may be

unknown to us.

Sincerely,

Marge Manderson
Administrative Secretary
Field Services

P.S. I am sure that the annual Fisk University Race Relations Institute is known to you and regularly listed.

Connie Curry
Dorothy Lawson

PA

THE COUNCIL ON HUMAN RELATIONS

281 THE ARCADE, CLEVELAND 14, OHIO • TELEPHONE: SUperior 1-6630 AND 1-6631

Member, The Cleveland Welfare Federation

call NCCJ to see if they are sponsoring one -

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Miss Audrey M. Holman
Office Secretary

December 21, 1962

Tell them NSA may be sponsoring one for Southern students only - Don't publicize - While Connie is giving her more information about directory + she'll tell more -

Mr. Paul Rilling
Southern Regional Council
Atlanta, Georgia

Dear Mr. Rilling:

In our efforts to compile a complete list of Intergroup Relations Workshops scheduled for the summer of 1963 (usually in conjunction with a college or university) we have written to, but have not received a reply from, the following institutions in your area:

Mercer University, Macon, Ga.

The information needed is: (a) Title of Workshop
(b) Dates
(c) Credit hours
(d) Name of Director

The institutions listed below have already replied to our communication:

Emory University, Atlanta
Florida Southern College, Lakeland, Florida
University of Miami, Coral Gables, Florida

If any other institutions, known to you, are holding workshops, please let me know.

Sincerely yours,

Nell C. Henry

(Miss) Nell C. Henry, for
J. D. Nobel
Director

JDN:nh

Northern Carolina

Loyalty

Wes

January 24, 1963

The Rev. Philip T. Zabriskie
Executive Secretary, Division of College Work
The National Council of the
Protestant Episcopal Church
281 Park Avenue South
New York 10, New York

Dear Mr. Zabriskie:

Leslie Dunbar has asked me to respond to your inquiry of January 9. Our supply of the student newspaper editorials is exhausted, but we do plan another printing. They will be available at or below cost; a maximum of .06¢ per copy depending on the number of requests we have.

Would you please let us know whether or not you would be interested at the above maximum cost. We shall place our order with the printer as soon as we hear from you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

TA please handle

The National Council
Protestant Episcopal Church

After Feb. 23, 1963, address: 815 Second Avenue, New York 17, N. Y

January 9, 1963

Mr. Lester Dunbar
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

Neal Tarplee has just given me a copy of your broadside with excerpts from student articles concerning the riots at the University of Mississippi. This is good reading, and I am wondering if you have many copies of it. I think it would be valuable to send to all our clergy who are working with students in various parts of the country - but that comes to quite a few people if one adds together the full-time chaplains and also the parish clergy who do college work part of the time. Would you have as many as 1250 copies? This would, incidentally, reach not only college clergy but also other persons interested in Episcopal college work, including all the bishops in our Church.

Very sincerely yours,

Philip T. Zabriskie

The Rev. Philip T. Zabriskie
Executive Secretary
Division of College Work

P.S.
If you have that many copies, can you tell me what the charges would be.

PTZ/ mm

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January 25, 1963

Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

I am on my way via Cincinnati to Mississippi and (Barnett willing) will proceed from there to Atlanta. According to one of James Dabbs' choicest stories, God does not accompany His children beyond Cincinnati so from then on I'm on my own, unless Vincent Harding joins me. I am hoping that he will accompany me for part of my travels in Mississippi since I do not exactly relish the prospect of wandering around that enlightened state's back country roads by my little ole self.

Vincent may have asked you to sound out the other committee members about shifting the meeting of the interagency committee on organization from February 6th to 7th. This would give me an additional day in Mississippi. If this is not convenient, let me know. Meanwhile, I'm holding the sixth.

mm?

Would you do me a favor, please? I have heard that Claude Sitton had some good articles on Mississippi in the West Coast edition of the NEW YORK TIMES. Unfortunately, we have not had sense enough to subscribe to that edition. I understand that the cleverer minds of SRC have provided more adequately for you than Yankee ingenuity has for us. If you have these articles, would you thermofax them and send them to me?

I can be reached from Wednesday, January 30 to February 6, c/o President A. D. Beittel, Tougaloo Southern Christian College, Tougaloo, Mississippi. January 28 - 30 (noon), I shall be at the Sheraton-Gibson Hotel in Cincinnati.

I look forward to discussing Birmingham with you and will save time for a session in Atlanta.

Claude also doing LIFE piece on Mississippi slated (we think) to come out in next few weeks (he's rewriting lead)

LATER. I have just talked with John Yungblut and have learned that you will be at the meeting of the Mississippi Human Relations Council in Jackson on February 4. Fine! John reports some heartening developments. I am particularly interested in the recent statement of the head of the Mississippi Economic Council which John states is stronger than the earlier statement by business leaders. Can someone get to these men soon? We hope that Tartt Bell can make a return visit to Jackson to see business leadership - he was part of our earlier Mission to Mississippi - but doubt that he can get there before the middle of February. Does SRC have any plans to send someone to see these men? Any chance of your staying over to visit them?

See you soon.

Sincerely,

Jean

Jean Fairfax
National Representative
Southern Programs

JF:mt

January 29, 1963

Mr. Howard W. McKinney
State of West Virginia Human Rights Commission
451 State Capitol Building
Charleston, West Virginia

Dear Howard:

Have just had an opportunity to read your first annual report.

Congratulations on a good first year's work.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 29, 1963

St. Louis Council on Human Relations
Room 200 Municipal Courts Building
1320 Market Street
St. Louis, Mo.

Gentlemen:

We would very much appreciate your sending us about 18-20 copies of your brochure "St. Louis-Public Accommodations Policy," so that we may distribute one to each of the southern state Councils on Human Relations and have a few available in our research library.

Thank you very much. Please bill us if any charge is necessary.

Sincerely,

Marge Manderson
Administrative Secretary
Field Services

FOR FULL

INFORMATION

AND

ASSISTANCE

Contact

ST. LOUIS COUNCIL ON HUMAN RELATIONS

Room 200, Municipal Courts Building

1320 Market Street MA 1-5560 - Station 301

ST. LOUIS

Public Accommodations Policy

Ordinance 50553

The Law:

Board Bill 18, establishing a public accommodations policy, was passed by the St. Louis Board of Aldermen on May 19, 1961, and signed by Mayor Raymond R. Tucker on June 1, 1961, to become effective on July 1, 1961.

Purpose:

"To insure that there be no discriminatory practices in places of public accommodations on account of race, color, religious beliefs, ancestory, or national origin."

Places of Public Accommodation:

All places and businesses offering service to the general public, including, but not limited to places providing food, shelter, recreation and amusement.

Provisions:

Places serving the public shall not deny service, privileges or equal accommodation advantages to any person on account of race, color or religion; nor post or circulate discriminatory information or advertisement.

Administration:

The Anti-Discrimination Division of the St. Louis Council on Human Relations shall have full administration responsibility.

Enforcement:

The administrative body shall have power to initiate on its own or receive, investigate and seek to adjust all complaints or discriminatory practices; and, to hold hearings, subpoena witnesses and compel their attendance.

Prosecution:

Refusal to comply with this ordinance may result in the case being referred to the City Counselor for appropriate action. Any persons found to be in violation shall be guilty of a misdemeanor and shall be fined from $25.00 to $500.00.

Display of Ordinance:

A copy of Board Bill No. 18 shall be kept conspicuously posted in all places of public accommodation.

MM:

Please write these people asking for copies for each st. council & a few for us & research –

GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSIONERS' COUNCIL ON HUMAN RELATIONS
ROOM 208, DISTRICT BUILDING
WASHINGTON 4, D. C.

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February 4, 1963

Miss Marge Manderson
Southern Regional Council
5 Forsyth Street
Atlanta 3, Georgia

Dear Marge:

Please give me the address of Betty Wisdom and Andy Rogers. Also, the address of Jean Russell in Tennessee and let me know if she attended the last interagency meeting. I just remembered that we had a long standing invitation to her for dinner in Atlanta the night before the interagency meeting. I trust she forgot.

Love and cheers.

Sincerely,

Paul

Paul M. Rilling
Executive Director

PMR/hg

Answered —
MM

THE AMERICAN JEWISH COMMITTEE

Michigan Area

163 Madison Avenue, Detroit 26, Michigan • Woodward 5-8361 • Dr. Abraham F. Citron, Area Director

Feb. 4, 1963

Mr. Paul Rilling
Southern Regional Council
5 Forsyth St. N.W.
Atlanta 3, Georgia

Dear Paul:

Please let me know who directs the Alabama Council on Human Relations.

Many thanks.

Yours truly,

Abe

Abraham F. Citron

AFC/bs

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

4 Feb 62

Mr. J. Paul Anthony, Jr.
Director of Field Activities
The Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

The trip to Little Rock proved interesting for I met many old friends. The meeting was well attended with some 100 persons present. The speech, which was too long, was well received by those present. Nat was pleased or at least made a reasonable show of pleasure.

Unhappily I couldn't get air-coach either way because of the lateness of arrangements. Indeed, I had to fly out Thursday evening to get there at all. This means of course that the travel advance was inadequate; this I regret, but last minute switches can be more costly than pre-planned activities. You will note that I kept things to a minimum (see lunch, Sat.) Enclosed is my expense account.

Coming back was a problem. We nearly got grounded at Memphis and again at Knoxville. Tom and Ina were due here Sunday morning so I was more than somewhat anxious. The trip back was rough all the way and I damn near spilt my martinis (note they are not charged to SRC).

Look forward eagrely to your visit for the Natl Civil Liberties Clearing House Meeting.

Til then... all the best.

as ever,

Fred

Frederick B. Routh
Executive Director

FBR/ms

mm

Liberal Religious Youth

25 BEACON STREET, BOSTON 8, MASSACHUSETTS

REV. C. LEON HOPPER, JR.
Executive Director

Telephone: 742-2100

February 5, 1963

Mr. Paul Anthony
c/o SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Thank you very much for your letter of January 24th, stating that "subject to unforseen complications" you will be able to participate in our conference at Guilford College on August 24th. We are certainly delighted.

I'll be writing to you later this month to state my plans for my trip to Atlanta and the South. Until then,

Best wishes,

Leon Hopper

Leon Hopper
Executive Director, LRY

cc: Mr. Warren Doty
LH:nb

February 6, 1963

Mr. Abraham F. Citron
The American Jewish Committee, Michigan Area
163 Madison Avenue
Detroit 26, Michigan

Dear Mr. Citron:

The Director of the Alabama Council on Human Relations is Mr. Norman Jimerson; his address is Room 1224 Comer Building, Birmingham 3, Alabama.

Paul Rilling, incidentally, is now with the Commissioners' Council on Human Relations of the District of Columbia (Paul M. Rilling, Executive Director, Commissioners' Council on Human Relations, 208 District Building, Washington 4, D.C.). Paul Anthony has replaced Paul Rilling here as Director of Field Activities.

Sincerely,

Marge Manderson
Administrative Secretary
Field Services

February 8, 1963

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Fred:

Here's your check. Thanks for the well documented expense account--and for your good services.

Don't give me that crowded plane business. You just think First Class (about travel accommodations I mean).

Best,

Paul Anthony
Director of Field Activities

PAimm
Enc.

18 17 Harper & Row, Publishers
INCORPORATED

49 East 33rd Street,
New York 16, New York

February 11, 1963

Dear Mr. Anthony,

I'm very glad to know that so many people came to your organizational meeting. That bodes well for the new Council, I suppose.

My wife and I are still interested in coming to Mississippi this summer, although there are, as you say pleasanter ways to pass a vacation. I trust, however, that we would not be in personal danger. I could stand that, but probably she couldn't. At any rate, we would like to have, in as much detail as possible, the program that you would envision for us. We are great ones for concreteness, and a month of "talking to good people, offering encouragement, and exchanging information" seems a little vague, although we applaud the aim.

Let me hear from you. And please tell Staige hello. We haven't beein touch for a long time now, and I miss those long sessions we used to have with him and Bettina. They were characterized by Staige's inimitable flair for the crashing non-sequitur.

Sincerely,

Ed Barber

Ed Barber

CABLE ADDRESS : HARPSAM · TELEPHONE : MURRAY HILL 3-1900

INTERNATIONAL VOLUNTARY SERVICE
American Group of Service Civil International
% Hyde Park Community Peace Center, Inc.
5220 HARPER AVE., CHICAGO 15, ILLINOIS

CHICAGO
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Paul Reeling
c/o Southern Regional Council
5 Forsyth St. N.W.
Atlanta 3 Georgia

MM

ANNOUNCEMENT OF SPRING WORKCAMPS

April 1 - 14 Fayette County, Tennessee

Background: Fayette County is one of the areas of the South where tenant farmers have registered (or tried to register) to vote and have then been thrown out of their homes, cut off from jobs, boycotted and physically threatened.

The farmers and their families have been living in tents for two years. They have withstood the white community's attempts to drive them out of the area. The problems they face are tremendous - they have suffered deprivations but worst of all they must constantly battle loss of morale.

The Work: The work will be largely building a Community Center (which will be used as a central headquarters for their organization as well as facilities for services of doctors, etc.). We will be laying cement blocks on the walls, filling the floor space with sand in preparation for laying the floor and other similar tasks (depending on the funds the people in Tent City have been able to raise).

Perhaps one of the most important tasks we have is giving psychological support to the people so the spread of apathy and loss of hope won't bring victory to the segregationists. A defeat in Fayette County for integration could bring irreparable damage to the movement throughout the South, because Fayette is used as a model by so many people on both sides of this question.

April 7 - 16 Penn Center, Frogmore, South Carolina (island of St. Helena).

Background: Penn Center is one of few interracial conference centers in the South. It has functioned since Reconstruction when it was used as a school for freed slaves. Apart from furnishing a center for interracial groups it has also concerned itself with health problems in the area (ringworm being one of the most serious ones). IVS has had other camps here.

The Work: The work will be sanitation and community improvement in and around the center (most of it manual labor though some may be of a social service nature).

If you wish to apply for a week or more:

1. Please send a postcard to us requesting an application immediately IVS, c/o Hyde Park Community Peace Center, 5220 Harper Ave., Chicago 15, Illinois
2. All applicants will be chosen by March 23.
3. Applicants must be willing to accept modest accomodations and food, arrive on time, work at any task appointed them, work an eight hour day, submit a report to IVS at the end of the camp.
4. Preference will be given skilled volunteers and those willing to donate time to other IVS work during the coming year.

Since Fayette can not support the camp (in terms of food for the volunteers), we are urging people to donate $10 which will support a volunteer in the field. The volunteer in Fayette and the donor at home will work as a team and the one at home will receive reports on the work being done.

It is possible that there will be other spring camps arranged, if these dates (above) do not fit your vacation time, contact us and we will keep you informed if other camps are available.

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State Commission For Human Rights
New York, New York

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New York, New York

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

11 Feb 63

Mr. J. Paul Anthony, Jr.
Director of Field Activities
Southern Regional Council
5 Forsyth Street, NW
Atlanta 3, Georgia

Dear Paul:

Thank you for your prompt response to my expense account -- and for the kind word about my "good services." Glad to hep, as we say down home in South Florida.

Jane Leeds has replaced Franke Brown as office secretary and the improvement is beyond description...correspondence is going out at a merry rate.

MM note -

Had lunch with PR on Friday and he spoke of your thoughtfulness en re his dog. He was pleased to hear that you were coming up for the National Civil Liberties Clearing House annual meeting. I too look forward to that visit, am already planning an itinerary !

Wayne University in Detroit is paying my way out to participate along with Roy Wilkins and Whitney Young in an Emanciaption Proclamation Centennial Celebration this Wednesday. Thursday I speak to the Detroit Chapter of NAIRO and then off to Hamilton for the weekend. I will give your regards to the ladies.

Warm regards.

as ever,

Fred

Frederick B. Routh
Executive Director

February 12, 1963

Mr. A. Whitney Ellsworth
The Atlantic Monthly
8 Arlington Street
Boston, Mass.

Dear Whitney:

It was a pleasure meeting you and Sallie, and, eagerly, I send the enclosed letter about Miles College.

Lucius Pitts, the President, is an unusually fine man, determined to do the impossible with Miles. At this stage in the South's transition, upgrading the generally substandard private Negro colleges is extremely important. They do a job no one else can or will do. In time, the best of them must move withour other institutions into an integrated society. In the meantime, they must produce a better and better graduate to cope with the work and leadership involved in entering a desegregated society. I think it's true, for instance, that some 70% of the Negro public school teachers of Birmingham are Miles' graduates.

At the same time, college kids demonstrating for equality--a sure result of any decent Negro college these days--do not endear Miles to the local paternalistic support which has kept most of these schools sub-standard and alive.

Good books will help a great deal.

Make your next visit a longer one.

My best to Sallie and to you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
P.S. Enclosed, also, are several things pertaining to SRC.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

February 12, 1963.

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

I've read your new special report, Plans for Progress: Atlanta Survey with tremendous interest -- particularly in view of the fact that Hobart Taylor, Jr., recently talked at a Clearing House meeting. Can't say your analysis and his exactly coincide.

Done 2/14/63 MM

Would there be any chance of your managing to squeeze out 50 free copies for the Clearing House for its next meeting, on March 6?

I feel more free about asking you for so many things because the SRC publications are always grabbed up with such intense interest that I have difficulty in keeping a couple of file copies for myself.

So you can see we make good use of them.

All the best to you,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

February 12, 1963

Mr. A. S. Bacon
Assistant to the Administrator
United States Department of Agriculture
Federal Extension Service
Washington 25, D. C.

Dear Mr. Bacon:

Thahk you for your letter and comments. I do remember meeting you at Tuskegee.

Enclosed is the report you requested and a list of SRC publications available.

Please call on us if we can be of any possible service.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.: A Study of Negro Farmers in S.C."
Publications list

UNITED STATES DEPARTMENT OF AGRICULTURE
FEDERAL EXTENSION SERVICE
WASHINGTON 25, D.C.

Cooperating with Land Grant Colleges and Universities

February 8, 1963

Mr. Paul Anthony
Executive Assistant
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

I attended the Professional Agricultural Workers Conference at Tuskegee in December and heard you speak. It was very interesting, and, as I saw it, quite challenging from many points of view. I wish to thank and commend you for your method of helping to stimulate people to face up to the real issues relating to Negroes in the United States.

I would like for you to send me a copy of the Special Report made by the Southern Regional Council, titled, "A Study of Negro Farmers in South Carolina." I would also appreciate a list of the available publications and studies which may be secured through the Southern Regional Council. You mentioned such a list at the end of your address.

Sincerely yours,

A. S. Bacon

A. S. Bacon
Assistant to the Administrator

Growth Through Agricultural Progress

MM

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

February 12, 1963

Mr. Paul Anthony
Southern Regional Council
Five Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

I again want to thank you for getting me safely to Atlanta where I was forced to remain overnight at the Hilton Inn.

If possible please send me a copy of the Southern Regional Council's Special Report - "Plans for Progress: Atlanta Survey."

Done
MM
2/15/63

I look forward to seeing you again.

Sincerely,

Percy

Percy H. Williams
Assistant Executive Director
Contract Compliance

GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSIONERS' COUNCIL ON HUMAN RELATIONS
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WASHINGTON 4, D. C.

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February 15, 1963

Miss Marge Manderson
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Marge:

I can't figure my D. C. income tax until I figure my Georgia tax. I can't figure my Georgia tax without my Georgia income tax forms. I don't have any.

Sincerely,

Paul

Paul M. Rilling
Executive Director

PMR/hg

P. S. The book report will be in the mail ~~Monday~~ Wed, February ~~18.~~ 19

PMR

February 28, 1963

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Mary Alice:

Trust you have received the requested Plans for Progress special report by now.

Always feel free to ask for any number of anything we do. There's no virtue in hearding them down here.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

March 1, 1963

Mr. Larry Hewes
President's Committee on Equal Opportunity in the
Armed Forces
718 Jackson Place, N.W.
Room 303
Washington, D. C.

Dear Larry:

Attempted to call you back this afternoon--stupidly lost your phone numbers--and the Washington operator denied that there was any such committee as yours!

A reliable contact in Pensacola seems to be Mr. and Mrs. Barney Jacobson. Mr. Jacobson is a local businessman, Mrs. Jacobson is past president of the League of Women Voters and AAUP. This happens to be one of those communities where I am not as certain of the suggestions as with the others, but these people come on good recommendation.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

MANPOWER

March 4, 1963

PA
have said
coming

Dear Mr. Dunbar:

Thank you for your fine cooperation in response to my call.

If it is not posing too great a burden on your Agency, I would appreciate, at your convenience, having similar lists from other states.

The manner in which the agencies and individual resources were set forth in the study of North Carolina is perfectly satisfactory.

With cordial regards,

Sincerely yours,

Stephen Jackson

Stephen S. Jackson
Special Assistant

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

March 4, 1963

Mr. Vernon Eagle, Executive Director
The New World Foundation
475 Riverside Drive
New York 27, New York

Dear Vernon:

By now had hoped to be able to send you a copy of the report developed from the Penn conference on "Training Programs and Jobs for Rural South Carolinians." Unfortunately, the reporter is still laboring over the details. Therefore, several brief comments before the matter gets too old.

The conference was a good one. From a basic suspicion of all conferences, I went to Frogmore prepared to find this another "nice" gathering of no particular value. Such was not the case. Something over 200 people from throughout the state came to really concern themselves with the matter at hand. There was an abundance of talent from Washington and (surprisingly) from Columbia. As a by-product, these people--especially the ones from Columbia--got something of an education themselves. Some of these bureaucrats with their charts and abstract sense of serving the masses ran head on into some refreshing country candor. This to me was worth the conference. More importantly, if the people from one locality follow through to any extent in taking advantage of the training and development programs available, the expenditure was worthwhile.

Courtney Siceloff has a particular skill in developing and running affairs of this sort and in working with and leading these people. I suspect too, though it wasn't called for, he will give some good and detailed follow-up to some of the programs and with some of the individuals. As a comment on the man's sense of diplomacy, suffice it to say the reporter from the News and Courier who attended the entire conference was an admirer of Siceloff and Penn!

Pleased to hear you are back at the office and hope you can make that trip South sometime soon.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

BLIND COPY: Marion A. Wright

March 7, 1963

Mrs. Doris Bardon
Field Director
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Mrs. Bardon:

Your letter to Paul Rilling (who is now Director of the Commissioners' Council on Human Relations of the District of Columbia) has come to my attention.

We will be pleased to arrange for the meeting you request and to be of any other possible help. Tentatively, we will plan to have the meeting here at the SRC office at 3:00 P.M. on MOnday, March 25.

While you are in Atlanta we will be happy to have you use our office and facilities.

Look forward to seeing you on the 25th.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

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MRS. DORIS BARDON
Field Director

February 28, 1963

Mr. Paul M. Rilling
Southern Regional Council
Room 201
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Mr. Rilling:

In connection with my work as Field Director of the Encampment, I plan to be in Atlanta on March 25th and 26th. One aspect of my visit is concerned with recruiting participants for the 1963 Encampments. The other aspect is to explore with you and other top leaders the development of a fourth Encampment to be held in the southern part of the United States.

Knowing of your cooperation and interest in the Encampment, I would like to ask if you would arrange for me to meet with community leaders at a luncheon or some other convenient time on the 25th or 26th. Enclosed is a list of persons who have been cooperative with the Encampment in the past. There are probably many more persons who should be invited, so I will leave it to your judgment to add to this list.

Will you please let me know at your very earliest convenience if it will be possible for you to assist us by arranging a meeting. Further, Saal and I would especially appreciate hearing from you with regard to your comments and suggestions about the Fourth Encampment.

I look forward to meeting you.

Cordially,

Doris Bardon

Mrs. Doris Bardon
Field Director

GEORGIA CONTACTS

Monroe Schlactus, Dir.
ADL
41 Exchange Pl. S.E., Atlanta

~~Mr. Paul M. Stirling~~ Mr. Paul Anthony
Southern Regional Council
Room 201, 5 Forsyth St. N.W.
Atlanta

Mr. Leslie W. Dunbar, Ex. Dir.
Southern Regional Council
Room 201, 5 Forsyth St., N.W.
Atlanta

Dr. Benjamin Mays, Pres.
William Nix
Mr. B. T. Henderson
Morehouse College
223 Chestnut St., S.W.
Atlanta

Mr. Shimon Gottschalk,
Education Dir.
The Temple 1589 Peachtree Rd.
Atlanta

Dr. Whitney M. Young, Jr.
School of Social Work
Atlanta Univ., Atlanta

Rev. Warren Scott, Chaplain
Canterbury House
Atlanta Univ. , Atlanta

Mrs. Ruby Hurley, Reg. Sec.
NAACP
959 ½ Hunter St., N.W. Atlanta

Miss Rosetta Gardner
National Student Sec.
Southern Region YWCA
Suite 301, 41 Exchange Pl. S.E.
Atlanta

Mrs. Elizabeth Paschall, Ex. Dir.
Greater Atlanta Council on H.R.
41 Exchange Place S.E.
Atlanta

Mr. Charles F. Wittenstein
Amer. Jewish Comm.
41 Exchange Pl. S.E. Atlanta

Mr. Wyatt Tee Walker, Ex. Dir.
Southern Christian Leadership Conf.
334 ~~208~~ Auburn Ave., N.E.
Atl Atlanta

Miss Frances Pauley, Ex. Dir.
Georgia Council on H.R.
41 Exchange Place S.E., Room 309, Atlanta

Rev. John B. Morris, Ex. Dir.
Episcopal Soc. for Cultural and Racial Unity
Room 200, 5 Forsyth St., N.W.
Atlanta

Mr. Thornton W. Merriam, Sec.
Leadership Development Project
Southern Area Council YMCA
706 Standard Bldg.
Atlanta

Miss Constance Curry, Dir.
Southern Student H.R. Project
U.S. N.S.A.
Room 701, 41 Exchange Place S.E. Atlanta

Mr. Warren Cochrane, Sec.
Buter St. YMCA
22 Butler St., N.W., Atlanta

~~Mr. Harry Boyte, Ex. Dir.~~
~~Greater Atlanta Council on H.R.~~
~~35 Lombardy Way N.E., Atlanta~~ 16

Atlanta YWCA
582 Univ. Place N.W., Atlanta

Mrs. Seyette F. Frank
Phyllis Wheatley Branch YWCA
599 Totnall St., S.W., Atlanta

Mr. Carlton Parker
Southern Area Council YMCA
706 Standard Bldg, Atlanta

Kathryn Brisbane
Grady Homes Community Girls Club
148 Bell St. S.E., Atlanta

Mr. Gene Reeves — No longer in Atlanta
The Liberal Club
(Unitarian Church college students)
1524 Emory Rd., Atlanta

United Liberal Church
Miller Building
Atlanta

Mr. John Yungblutt, Dir.
Quaker House
1384 Fairview Rd., N.E., Atlanta

Dr. C.
~~Mr.~~ E. Eric Lincoln
Clark College
240 Chestnut St., S.W., Atlanta

GEORGIA CONTACTS

Dr. Linwood Holland
Pol. Science Dept.
Emory Univ.
Atlanta

Dr. Mayme Jesch, Dean of Students
Spelman College, Atlanta

Rev. Norman Bates
Spelman College, Atlanta

Mrs. Vera Ireland
Atlanta Community Council
Group Work and Rec. Div.

Richard Stonhouse
Paine College
Augusta

Dr. R. K. Tysch, Dean of Students
Georgia Southern College
Statesboro

Dr. Walter B. Posey
Agnes Scott College
Decatur

Mr. W. W. Law, Pres.
NAACP
2009 Florence St., Savannah

Miss Fannie Bame
Bethlehem Community Center
Conklin Ave., Augusta

Dr. W. E. Johnston, Jr., Dean of Students
Albany State College
Box 15, Albany

JS ✓
BA
MM

YWCA

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General Secretary

March 8, 1963

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsythe Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Thank you so much for your list of hotels accommodating non white guests. It was helpful.

Perhaps you would like to add two cities which I found:

West Palm Beach, Florida - Town House

Asheville, North Carolina -
Battery Park Hotel
George Vanderbilt Hotel

All three of these accept overnight guests.

We are not attempting to give this information to all of our delegates but we need it for those going by car to Miami Beach for our conference in May.

Sincerely yours,

Lillian H. Jackson

Mrs. Lillian Hervey Jackson
Field Staff
Community Division

sd

YWCA ®

March 8, 1963

Dr. Arnold S. Trebach
Chief
Administration of Justice Section
Commission on Civil Rights
Washington 25, D. C.

Dear Arnold:

Our piece on the direct action movement won't be ready in six weeks, and possibly not in time for your use. Therefore, will update our earlier information and send it to you within several weeks.

Les confirms my reaction in being happy to read and react to your report in draft as it becomes available.

Wiley remains in Mississippi. Next week will ask him to send other information on the availability of counsel. Also, I learn Dan Pollitt is preparing a report for us on the subject. Les feels this will be especially helpful to you. A copy will be sent as soon as possible.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

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Field Director

March 11, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Many thanks for your prompt response to my letter to Paul Rilling, and especially for your willingness to help in connection with my visit to Atlanta.

A meeting at your office on Monday, March 25th at 3 P.M. sounds just fine. I will send confirming notes out.

The offer of the use of your office while I am in Atlanta is much appreciated.

I certainly look forward to meeting you and your colleagues, and will contact you as soon as I arrive in Atlanta.

Cordially,

Doris Bardon

Mrs. Doris Bardon

P.S. I am taking the liberty of sending some EFC materials to your office to hold for my arrival.

mm

AMERICAN FRIENDS SERVICE COMMITTEE
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160 North Fifteenth Street, Philadelphia 2, Pennsylvania
LOcust 3-9372

HAROLD EVANS
Chairman
HENRY J. CADBURY
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CLARENCE E. PICKETT
Executive Secretary Emeritus
COLIN W. BELL
Executive Secretary

March 12, 1963

Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

If all goes well, I should be at your office by noon on Friday, March 22. Perhaps you, and Noyes Collinson and I could have lunch together to discuss developments in Birmingham. I am eager to hear about Vincent Harding's trip to Mississippi and would appreciate it if you would find out whether he could meet us about 3:30 p.m. This will give a little time in between for odds and ends.

Best wishes.

Sincerely,

Jean

Jean Fairfax
National Representative
Southern Programs

JF:mt

cc: Noyes Collinson
Vincent Harding

Do we need to discuss the spring interagency meeting? What about adding to the agenda the discussion of Plan for Progress and possible agency roles in the light of SRC's excellent report?

National Civil Liberties Clearing House

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•

Executive Director
MARY ALICE BALDINGER

March 12, 1963.

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

Thanks so much for sending me Plans for Progress, and for your assurance that I can continue to call on you for your material. This is a comfort, because you consistently turn out the best stuff going.

But now I would like to ask you about something else. Since Les is on the program, it occurred to me that it might be good for you to send it around and let some of your associated agencies know about it.

Would you do that?

I'm taking a chance and sending you, under separate cover, 25 of the programs and registration forms. For whatever you can do with them, I'll be grateful.

And you'll be up for the conference, I hope?

Sincerely,

Mary Alice Baldinger *

Mary Alice Baldinger,
Executive Director

* Force of habit — I've signed so many letters today!

20

LWD ✓
mm

THE NEW WORLD FOUNDATION NWF

475 RIVERSIDE DRIVE, NEW YORK 27, NEW YORK

VERNON A. EAGLE
Executive Director

March 12, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul,

Some refreshing country candor might be a good prescription for some of the other problems that plague us, especially if administered by a Dr. Siceloff.

We look forward to the report -- ten copies if you can spare them.

My Spring trip to the South means to Southeast Asia. I shall be away all of April. Perhaps I can make up for this by a visit early in October.

Sincerely,

Vernon

GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSIONERS' COUNCIL ON HUMAN RELATIONS
ROOM 208, DISTRICT BUILDING
WASHINGTON 4, D. C.

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BARRINGTON D. PARKER
MRS. BURMA A. WHITTED

March 12, 1963

Mrs. George Dumbauld
Executive Secretary
The Houston Council on Human Relations
3605 Fannin Street
Houston 4, Texas

Dear Ethel:

I assume that SRC will send you a copy of their pamphlet on the role of the police in dealing with racial tensions, written by George McMillan.

The National Conference of Christians and Jews is probably the agency which has done the most by way of working with the police in terms of human relations objectives. I don't remember whether you have an NCCJ office in or near Houston. If not, I would suggest that you write direct to Louis Radelet, Director, Program Development for Community Services, National Conference of Christians and Jews, 43 West 57th Street, New York 19, New York. He is their primary authority in this field. You might ask NCCJ for the following pamphlets:

"The Police and Community Conflict," by William P. Brown.

"The Police Role in Community Relations," by Parker.

You might also write the Department of Justice of the State of California for a copy of their "Guide to Community Relations for Police Officers," which was prepared in 1958.

I am enclosing a few items. I am afraid we don't have extra copies of most of the things that would be useful to you. We are in the process of preparing for a police training course in human relations here, so we need our single copies for our own use.

Thank you for the newsletter and other materials from Houston. I am glad to learn that things are going well for the local Council.

Sincerely,

Paul M. Rilling
Executive Director

PMR/hg
cc: Paul Anthony

March 13, 1963

Mr. Stephen S. Jackson
Special Assistant
Assistant Secretary of Defense
Washington 25, D. C.

Dear Mr. Jackson:

Enclosed are the names of individuals and agencies for the Southern states about which you and Mr. Dunbar have been corresponding. You may want to note that several of the agencies, especially those based in Atlanta such as the Anti-Defamation League and the American Jewish Committee have local chapters and would know of a number of individuals throughout the region.

If we can be of further assistance, please let us know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

LWD ✓
mm
cc sent BB

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

MANPOWER

MAR 1 5 1963

Dear Mr. Anthony:

Thank you for your letter of March 13 with the listing of Human Relations Agency Resources and Individual Resources.

The listing of these agencies and individuals by state I know has required considerable time and effort on the part of your Agency. We are most grateful for it.

We have requested this information in connection with the implementation of the President's program to eliminate discrimination in the field of community housing. It will be very useful, however, in other areas where the Defense Department is attempting to eliminate discrimination.

Please convey our appreciation also to Mr. Dunbar for this valuable material as well as his fine spirit of cooperation.

Sincerely yours,

Stephen Jackson

Stephen S. Jackson
Special Assistant

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA 3, GEORGIA
JAckson 2-8764

LESLIE W. DUNBAR,
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

March 15, 1963

M E M O R A N D U M

TO: Interested Persons

FROM: Paul Anthony

RE: Encampment for Citizenship Program

Mrs. Doris Bardon, Field Director of the Encampment for Citizenship, will be in Atlanta on March 25 and 26. While here she would like to discuss with you recruiting of participants for the 1963 Encampment and to explore with you the development of a fourth Encampment to be held in the Southern part of the country.

For these purposes, we are calling a meeting to be here at the SRC office at 3:00 P.M. on Monday, March 25. We hope you can be present at that time. If convenient, we would appreciate knowing whether or not you can attend.

PA:mm

March 25, 1963

Mr. William K. Williams
Illinois Commission on Human Relations
160 North La Salle Street
Chicago 1, Illinois

Dear Bill:

Unfortunately, I will be in Little Rock April 10-12. I willbbe here on the 13th and 14th and may or may not be involved in the SNCC meeting. If our paths don't cross naturally please call me at home (366-1165) so we can arrange to get together.

Look forward to seeing you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

STATE OF ILLINOIS

ILLINOIS COMMISSION ON HUMAN RELATIONS

160 NORTH LA SALLE STREET
CHICAGO 1, ILLINOIS
FINANCIAL 6-2000

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Moline

IRWIN R. TUCKER
Chicago

ROGER W. NATHAN
Executive Director

11-72

March 22, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St N W
Atlanta 3, Ga.

Dear Paul:

Since SNCC is maintaining an outpost in our fair state I'm coming down to listen in on their annual meeting April 12-14th. I'll fly in sometime on the 11th.

Should you be in town and uncommitted during the period I'd be most pleased to hob nob a bit. You needn't burden yourself about responding to this- I'll check in with SRC as soon as I get to town, and we can go from there.

Meanwhile my regards to your colleagues, and congratulations on what sounds like a phenomenal job on the Florida situation!

Sincerely,

Bill

Wm K Williams

March 25, 1963

Miss Bernice C. Brigham
Administrative Assistant
National Education Association
Commission on Professional Rights and Responsibilities
1201 Sixteenth Street, N.W.
Washington 6, D. C.

Dear Miss Brigham:

The Council has several staff members and consultants who work with local groups on the problems of desegregation. However, the person you probably have in mind is the SRC public school consultant, Mr. J. J. Brewbaker, 545 Mayflower Drive, Norfolk, Virginia. Mr. Brewbaker was formerly Superintendent of Schools in Norfolk.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

PA

National Education Association

1201 SIXTEENTH STREET, N.W.
WASHINGTON 6, D. C.
ADAMS 4-4848

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BARBARA A. BYERS
Technical Writer

BERNICE C. BRIGHAM
Administrative Assistant

March 20, 1963

Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Gentlemen:

Will you kindly advise me of the name of the person associated with the Southern Regional Council as consultant to local groups with problems of desegregation?

Thank you in anticipation of this information.

Sincerely yours,

Bernice C. Brigham

Bernice C. Brigham
Administrative Assistant

BCB:cam

BY AIR MAIL

PAR AVION

AIR LETTER

AEROGRAMME

MARGE MANDERSON
S. R. C.
5 FORSYTH ST., N.W.
ATLANTA 3, GEORGIA
U.S.A.

← Second fold here →

Sender's name and address:

1239 Arcadia St.
Pretoria, South Africa

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KENYA COLONY
TELEPHONE 27456

26 March '63

Marge Manderson
Southern Regional Council
Atlanta, Georgia

Dear Miss (or Mrs.) Manderson:

Thank you for your letter of 18 December in response to Paul Rilling's letter.

Unfortunately, the material you sent under separate cover (SRC publications dating from May, 1961) never arrived. It has very likely been held by South African authorities - as subversive.

I hesitate to request again, but I do need the material. Would you be willing to try again? But this

time mail it to me in care of:
3 RICHMOND CLOSE, HIGHLANDS,
SALISBURY, SOUTHERN RHODESIA
Thank you for your help.

I do hope the Dickie-Clarke have been able to visit Atlanta and the SRC and have been impressed.

Thank you again.

Sincerely,
Jim Brewer

(1239 ARCADIA ST.
PRETORIA, SOUTH AFRICA
-UNTIL 15 APRIL)

Sent -
4/1/63

April 2, 1963

Mr. Jed Johnson, Jr.
Young Adult Council of the
National Social Welfare Assembly
345 East 46th Street
New York 17, New York

Dear Jed:

Will be happy to perform the chores outlined in your letter of March 29. It would be very helpful if it could be arranged for me to leave as early as possible on Saturday, the 4th.

Any further guidance on content, other panelists, etc., would be helpful. Look forward to seeing you then.

Sincerely,

Paul Anthony
Director of
Field Activities

PA:mm

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY U.S. Affiliate of the World Assembly of Youth MUrray Hill 7-8300

March 29, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta 3, Georgia

Dear Paul:

We would like to invite you to serve on the panel which will open our Human Relations Conference on Thursday, May 2 in Chapel Hill. The panel will take place from 4-6 o'clock and will be an opening discussion on human relations and religion, economics, international affairs, politics and education.

We would like to invite you to give a 15-20 minute opening statement on human relations and education in the South today. There will be a panelist discussing each of these subjects and after the opening statements there will be cross-questions and comments from the panel, and if time permits, questions from the floor.

We would also like to have you serve as a workshop leader on human relations and education in the South. The workshops will meet the morning and afternoon of Friday the 3rd and Saturday the 4th. We hope very much that you will be able to participate in the Conference.

Best,

Jed Johnson, Jr.
Chairman

JJ/nb

150

GOVERNMENT OF THE DISTRICT OF COLUMBIA
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ROOM 208, DISTRICT BUILDING
WASHINGTON 4, D. C.

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BARRINGTON D. PARKER
MRS. BURMA A. WHITTED

April 2, 1963

Mrs. Sarah Patton Boyle
Box 3183, University Station
Charlottesville, Virginia

Dear Patty:

I was sorry to miss you at Alexandria on the 27th, but was tied up in a committee meeting here. I would have liked to have heard you, and, also, I am anxious to renew contacts with the Northern Virginia groups. I spoke to the Fairfax County Council several weeks ago.

I would suggest that you do nothing concerning SRC, at least for a while. I have written them, after receiving your letter, indicating that you and I had been in contact and had discussed the matter. I will let you know what I hear.

Unless I am seriously mistaken, I suspect that what has happened with SRC is an indication of inefficiency, rather than of calculated policy. I certainly do not believe that SRC objects to your comments concerning the Charlottesville Council or SRC. I mentioned the book to several of my colleagues before leaving Atlanta and ran into no adverse reactions. I know that Les Dunbar, SRC Director, knows you at least by reputation and thinks highly of you. I believe that Maggie Long, who edits New South, would be particularly likely to be favorably impressed with the book. I did not leave her my copy, but I assume she got one for review from the publisher. She is sometimes quite late in reviewing the books, having limited space and having to deal with volunteer reviewers.

I am not attempting to whitewash SRC's poor cooperation in this matter, but just to report what I know of the thinking at SRC and the way things sometimes do get lost in the shuffle without intent. I promise to get an answer from them on this and to let you know as soon as possible.

Sincerely,

Paul M. Rilling
Executive Director

PMR/hg
bcc: Maggie Long

GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSIONERS' COUNCIL ON HUMAN RELATIONS
ROOM 208, DISTRICT BUILDING
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BARRINGTON D. PARKER
MRS. BURMA A. WHITTED

April 2, 1963

Mr. Paul Anthony
Field Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

I meant to mention this to you when you were here last week, but it slipped my mind as such things tend to do. I am enclosing a letter from Patty Boyle, which is self-explanatory, and my letter responding. Her letter is obviously emotional and we all know that Patty is a somewhat volatile personality. She makes much too much of this, as is her want, but she is a person of much sincerity and some influence, and I would strongly urge that 1) Les Dunbar write to Patty expressing concern about the matter and congratulating her for her contributions to the cause and the book; and 2) that Maggie Long do schedule a review of the Desegregated Heart as soon as possible and write Patty to that effect.

Patty has done yeoman service in Virginia and was an organizing member of the first local chapter of the Virginia Council. It would, I think, cost you little to soothe her ruffled feathers.

Sincerely,

Paul M. Rilling
Executive Director

PMR/hg
cc: Maggie Long
Enclosures

P. S. I did not indicate to Patty that I was sending you a copy of her letter.

April 2, 1963

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Congratulations on the very fine pamphlet "A Better Life for Farm Families." May we have 25 copies for careful distribution?

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY U.S. Affiliate of the World Assembly of Youth MUrray Hill 7-8300

MM

April 5, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

We are delighted that you will be able to participate in the Human Relations Conference. The other panelists thus far include Reverend Will Campbell and Dr. Vivian Henderson. Senator Le Roy Johnson and Frank Williams of the Peace Corps have been invited to serve as the other panelists.

As soon as we have heard from them, I will be sending a letter to each of you with more detailed information.

Best,

Jed

Jed Johnson, Jr.
Chairman

JJ/nb

150

April 9, 1963

Miss Jean Fairfax
National Representative, Southern Programs
American Friends Service Committee
160 North Fifteenth Street
Philadelphia 2, Pa.

Dear Jean:

Ah, you people of principle.

In this instance I am inclined to think the Peachtree Manor needs your support more than the others need the test. However, one of the big holdouts is the Biltmore Hotel (817 West Peachtree, N.E.). And this is only two short blocks from the Peachtree Manor so you can walk over.

Don't try the Hilton. They've done it. Luck.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

AMERICAN FRIENDS SERVICE COMMITTEE
INCORPORATED
160 North Fifteenth Street, Philadelphia 2, Pennsylvania
LOCUST 3-9372

HAROLD EVANS
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CLARENCE E. PICKETT
Executive Secretary Emeritus
COLIN W. BELL
Executive Secretary

April 3, 1963

Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

In the midst of your top strategy planning on big issues will you let me know what you want me to do so far as the Atlanta hotels are concerned. I feel that Negroes in traveling jobs should make it a regular practice to test and to use hotels and other kinds of public accommodations in the South and have had my own little projects from time to time. Perhaps I never told you about the harrowing experience which I had in the Baton Rouge airport restaurant about two years ago, complete with two huge sheriffs. I checked the airport again a few weeks ago and managed to get a cup of coffee served by a most surly and reluctant waitress who charged me twenty-six cents - but life is made up of small victories! We worked unsuccessfully from here on the Hilton in New Orleans. The strategy was to involve the reservation service here and to let them know they were losing a client by not being able to secure the reservation. It was a funny business: I had the reservation one day and then didn't have it the next and the office here got the message but New Orleans didn't. The most amusing success story is my integrating the Hotel Jefferson in Richmond shortly before Christmas when I was on my way to Farmville. It was four o'clock in the morning and Dorothy Hampton and I had just come through a terrible snow storm in our thirteen hour ride from Philadelphia but even at that hour she had to settle the main question of whether I was her maid or not! We got in but I am sure it was because they could not bear the thought of turning ladies in distress out into a blizzard. I'll have to check them again later.

Anyway, let me know which hotel you want me to try and I will make a reservation for the night before the interagency meeting.

Sincerely,

Jean

Jean Fairfax
National Representative
Southern Programs

JF:mt

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY U.S. Affiliate of the World Assembly of Youth MUrray Hill 7-8300

April 10, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta 3, Georgia

Dear Paul:

As I promised, I am writing to give you further information about the panel. We are hoping that the panelists can meet at 2 p.m. in the Grail Room of the Graham Memorial Student Union on Thursday, May 2. At that time we are hopeful the panelists will be able to discuss their presentation which has been re-scheduled to 5 p.m. that afternoon. We want each of the panelists to give about a 15-minute presentation posing the problems facing the South in the panelist's subject, i.e., the problems facing the South in education.

The idea of the panel is to pose a cross-section of questions and problems to the participants which can serve as an initial stimulation for their workshops. It is hoped that the panel can lead the way in showing the problems preventing the South from coming into the main stream and the opportunities in these areas to bring the South into the main stream.

The last workshop on Saturday is scheduled to terminate at 5 p.m. I hope that will not be too late for you. I hope that this letter gives you some indication of the orientation of the panel, and I would be interested in receiving your comments about it.

Sincerely,

Jed

Jed Johnson, Jr.
Chairman

JJ/nb

150

April 10, 1963

Mr. Howard W. McKinney
Executive Director
State of West Virginia Human Rights Commission
451 State Capitol Building
Charleston, West Virginia

Dear Howard:

Many thanks for the information and corrections for our college report. Such assistance is of great value to us.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

J S
PA

STATE OF WEST VIRGINIA HUMAN RIGHTS COMMISSION
451 STATE CAPITOL BUILDING
TELEPHONE DI 3-4411 • EXTENSION 2616

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MR. HOWARD W. McKINNEY
EXECUTIVE DIRECTOR

April 1, 1963

Mr. Paul Anthony
Director, Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

I should like to call your attention to a couple of corrections in the report dated February 13, entitled, "Desegregation in Higher Education."

West Virginia State College at Institute, West Virginia, was not a formerly all-white school. It was a Negro college with about 70 per cent of its enrollment today, composed of white students. Bluefield State College, which was the other all-Negro college, does have some white students enrolled, but not as many as West Virginia State College, so that in fact, all eleven of the publicly supported colleges in West Virginia are integrated, including the two former Negro colleges. All of these colleges agreed last August, of those that still asked questions of race and religion, to remove these questions from the college application form.

This is not to say that all are welcomed with the same degree of enthusiasm in each of the schools. Concord College has never had more than one American Negro student and one or two foreign students. I do not know the current enrollment. Glenville State College did not have any Negro students last year, and is located in a section of the state with very few Negros in the total population. Potomac State College and Shepherd College run an average of five or six Negro students per year.

Of the non-public colleges, Wheeling College (Catholic) has had one to three Negro students for the last two years. How long before this time, I do not know. Morris Harvey College, the only other four-year college in the state, has never accepted any Negroes and according to general reports, has prohibitions against doing so. I have been told by one faculty person, who should be in a position to know, that the college has quietly

dropped these prohibitions and will accept a Negro if one applied. I have not attempted to verify this and do not know if it would be short of an actual application.

Greenbrier College, a women's junior college, is the only other college in the state, as far as I know, that has neither accepted Negroes nor made any statement. In short, all of the state publicly supported colleges are open to all, and all except two of the private schools are open.

We certainly appreciate the materials we receive from your office from time to time.

Sincerely,

Howard W. McKinney

Howard W. McKinney
Executive Director

HWM:lvk

April 22, 1963

M E M O R A N D U M

TO: Connie Curry
Jean Fairfax
Leslie Dunbar

FROM: Paul Anthony

On a recent visit to Little Rock I met a young fellow who is being kicked out of his job as director of the Wesley Foundation at State College after one year because of his work with students in interracial matters. His name is Don Franks, Box 909, State College, Arkansas.

Know very little about him except that he has coached for several years before this job (observes that he never had any trouble until he began working for a religious organization), is an Arkansas boy, has an M.A. in Education, and his wife is pregnant. Franks feels he can get another teaching job in the fall but is being dismissed as of June 1 and faces the summer without employment. He strikes me as a very nice guy, rather innocent; an Arkansas country boy. He would seem to be good working with young people where a coach or a believing Methodist would be appropriate. In matters more complicated, I would be uncertain.

If you know of anything, I would appreciate your help.

PA:mm

April 23, 1963

Mr. Jed Johnson, Jr.
Young Adult Council of the
National Social Welfare Assembly
345 East 46th Street
New York 17, New York

Dear Jed:

Thanks for your further comments on the panel. The idea of the panelists meeting beforehand is a particularly good one.

I shall arrive on May 1 for a program of the North Carolina Council on Human Relations and will plan to remain until 5:00 P.M. Saturday if at all possible.

See you then.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

April 25, 1963

Mrs. Doris Bardon
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Doris:

Ernie Lent, Southern man for the Unitarian Service Committee and Director of the Jacksonville (Florida) Council on Human Relations, has told me of a very fine program involving young people in Jacksonville.

He is anxious that the program be recognized through some honor to several of the strong participants. The Encampment seems especially appropriate since two young people--white and Negro--would be going from the same community.

Ernie is to write, or may already have written you, describing the program and to determine if scholarship aid is available. If the applicants are worthy, and I expect they are, I hope you can give them every consideration for assistance. The selection would mean much to the local program and community as well as to the participants.

Hope this is the kind of follow-up you wanted.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

MRS. FRANKLIN D. ROOSEVELT
Honorary Chairman, Sponsors

MRS. ALICE K. POLLITZER
Honorary Chairman, Board of Directors

GIDEON CHAGY
Chairman, Board of Directors

SAAL D. LESSER
Executive Director

ALGERNON D. BLACK
Education Director

ROBERT M. STEIN
Director, Special Projects

MRS. DORIS BARDON
Field Director

April 29, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Georgia

Dear Paul:

Many thanks for your note about Ernie Lent and his youth program. Ernie's letter arrived with yours this morning, and I have already answered him and encouraged him to submit applications. I am sure our Admissions Committee will give these applications every consideration and financial assistance.

Ernie's letter described, in good detail, his youth program - and it is impressive. I feel sure that his candidates will have much to contribute to the Encampment.

Yes, this is the kind of follow-up we very much appreciate, and I thank you.

Enclosed is our latest alumni newsletter for your general information.

I am leaving Wednesday for North Carolina to attend the YAC Human Relations Conference, and continue the quest for a southern Encampment. Perhaps I will run into you there.

Warm regards to you and your staff.

Cordially,

Doris

Doris Bardon

April 30, 1963

Miss Jean Fairfax
National Representative, Southern Programs
American Friends Service Committee
160 North Fifteenth Street
Philadelphia 2, Pa.

Dear Jean:

Thanks for sharing the good news about the Mississippi project. It is more ambitious than I had imagined and I'm delighted it is.

Maybe one of these days we could talk about some mutual interests and programs over there. In the meantime, I am honestly relieved that somebody is doing something substantial with that state.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

MRS. FRANKLIN D. ROOSEVELT
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Executive Director

ALGERNON D. BLACK
Education Director

ROBERT M. STEIN
Director, Special Projects

MRS. DORIS BARDON
Field Director

Negro + Ballot
Employment studies
Three veins
~~South~~
Unequal Badge
Maps
New Census

May 8th, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Paul:

It was certainly good to be with you last week in Chapel Hill and get to know you better.

First - I spoke to Saal about your interest in a summer staff job with EFC, and he was very pleased. May I suggest that you drop Saal a line directly.

Next - This is to remind you about SRC materials for the three Encampments. If you will send me a reasonable supply of whatever you can spare (for free) we will see that they get good mileage.

I'm really sorry you could not stay through Sunday - the Saturday night program was extremely good - especially the spirit that developed and ripened among the participants. I must say, however, that I was idsappointed in Will Campbell on Sunday morning.

My trip to Charlotte produced another college that may be willing to accomodate a southern Encampment. Also visited several colleges for recruiting.

Paul, whatever additional efforts you can make to help with our recruiting will be much appreciated.

Warm regards.

Cordially,

Doris

Doris Bardon

Memorandum

AMERICAN FRIENDS SERVICE COMMITTEE
160 North Fifteenth Street Philadelphia 2, Pennsylvania

PA ✓

May 13, 1963

TO: PERSONS CONCERNED ABOUT AFSC'S PROPOSED PRINCE EDWARD PROJECT

FROM: Joan Fairfax

SUBJECT: ACTION OF THE PRESIDENT'S COMMITTEE ON JUVENILE DELINQUENCY AND YOUTH CRIME

We have just been informed that the panel which reviews applications for training grants from the President's Committee on Juvenile Delinquency and Youth Crime has decided to postpone action on AFSC's proposal until other Federal agencies that are concerned about Prince Edward County have been consulted. In the last few days we have learned that several Federal agencies are involved in explorations which may result in various kinds of educational programs for the Prince Edward children. Since the nature of our project would be influenced by the outcome of explorations by these bodies, the next step is to consult with them and to promote the coordination of all efforts in behalf of the children. We hope this will be done soon so that we can move forward in this next phase of our Prince Edward Program. We will be in touch with you.

JF:mt

RECEIVED
MAY 14 1963

For Release Upon Receipt

RECEIVED
MAY 14 1963

JEWISH LABOR COMMITTEE
SELECTS NEW TOP OFFICERS

New York---The Jewish Labor Committee has just announced the appointment of Benjamin Tabachinsky as its new Executive Secretary and Emanuel Muravchik as National Director. The appointments followed the resignation, for reasons of health, of Jacob Pat, the long-time Executive Secretary of the Committee. Mr. Pat will remain close to the work of the organization in the position of Secretary Emeritus. The announcement was made by Adolph Held, National Chairman of the Jewish Labor Committee.

The new top officers of the JLC have long been associated with the organization. Mr. Tabachinsky has been the National Campaign Director and shared in the leadership of all aspects of the work of the organization. Mr. Muravchik has been in charge of the Committee's anti-discrimination work in the capacity of National Field Director and Secretary of JLC's National Trade Union Council for Human Rights.

The Jewish Labor Committee serves as the link between the Jewish community and the trade union movement. It has a total affiliated membership of over 500,000 consisting of the Jewish members of various AFL-CIO unions, including the International Ladies' Garment Workers' Union, the Amalgamated Clothing Workers of America, the United Hebrew Trades, and the Workmen's Circle, the Jewish Daily Forward Association and the Congress for Jewish Culture.

Mr. Tabachinsky, the new Executive Secretary, was born and raised in Bialystok, Poland. He was active in community political affairs as a member of the Jewish Labor Bund. In Bialystok he served as an Alderman and as a city-appointed judge in labor disputes. He was also a member of the administrative board of ORT, the Jewish organization for rehabilitation and training, and TOZ, the central Jewish medical organization for children.

Mr. Tabachinsky's first wife perished in the Treblinka concentration camp. His 17 year old son was shot by the Germans in 1941.

The new National Director of the Jewish Labor Committee, Emanuel Muravchik, was born and raised in New York City. He is a graduate of Columbia University and took post-graduate work at the New School for Social Research. He served in the United States Army during the second World War.

Before joining the staff of the Jewish Labor Committee as National Field Director in 1948, Mr. Muravchik worked in various capacities for the International Ladies' Garment Workers' Union and the United Automobile Workers' Union. He is a board member of the League for Industrial Democracy, the National Religion and Labor Council and the Workers Defense League.

Mr. Muravchik has made a special study of the problem of Soviet anti-Semitism and brought this issue to the recent world meeting of the International Confederation of Free Trade Unions. As a result, the ICFTU took the initiative in raising the question before the United Nations.

The new National Director of JLC was recently appointed by U.S. Secretary of Labor, Willard Wirtz, to the Labor Department's Advisory Committee on Equal Opportunity in Apprenticeship and Training.

#########

May 16, 1963

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Have just read your good and informative report to the board. It reminds me of several questions. Is the work in South Carolina going well? What progress on your proposed Mississippi program?

The Mississippi Council on Human Relations continues its slow and difficult program of organization and the American Friends Service Committee is seriously considering placing one or more full time people in the state. I am hopeful all these programs--including a staffed program of N.S.F.--can begin soon. Needless to say, the need is tremendous.

Let us know if we can help.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Memorandum AMERICAN FRIENDS SERVICE COMMITTEE, Incorporated, 160 NORTH 15TH STREET, PHILADELPHIA 2, PA.

To: Les and Paul

From: Jean

Subject: Etc.

PA ✓ PA-file
ML ✓
SB ✓
MAN

Date: May 17
(0, Freedom!)

I ami in my usual Friday afternoon flap. Having had what is becoming my weekly Friday-at 5:30p.m.-exposure to the HEW mentality, I am pondering the human predicament and my particular existential situation: to wit, how much more of this can I take and survive? Such thoughts on the anniversary of my freedom!

Thought you two would like to see the M.L.King letter as it goes to press. We hope it will be ready this week - all 50,000 copies of it! We're quite pleased with it and think it will make an effective pamphlet. What advice do you have re distribution? We want to get it widely circulated as soon as possible. Price will probably be:

10¢ each for 1-99 copies
7¢ for 100 - 1000 copies
6¢ each in orders over 1000 (this is the cost price).

We're prepared to subsidize the circulation to some key figures but hope we won't lose too much money on it.

It can be mailed without an envelope and for 4¢ so groups ordering in large quantities can get them out to their constituents for 10¢ total.

Let me have your suggestions. Tally ho!

RECEIVED
MAY 20 1963

May 21, 1963

Whom it may concern

PA

Please add to the Interagency Mailing list:

The U.S. Young Adult Council
345 East 46th Street
New York 17, New York.

Also NS complimentary subscription entered

BOUND FOR WAYS

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

MRS. FRANKLIN D. ROOSEVELT
Honorary Chairman, Sponsors, 1946-1962

MRS. ALICE K. POLLITZER
Honorary Chairman, Board of Directors

GIDEON CHAGY
Chairman, Board of Directors

SAAL D. LESSER
Executive Director

ALGERNON D. BLACK
Education Director

MRS. DORIS BARDON
Field Director

May 22, 1963

Dear Paul:

Thanks for your note - we did receive a 'sample' set of materials - and hope you are sending more in quantity.

I'm glad you sent the note to Saal. In spite of Dunbar's present reaction, much can happen and change in a year.

We're looking for the applications from Jacksonville. I wrote to Ernie Lent again urging him to move on it.

If, during the course of the summer, you happen to be near any one of the three Encampments, I do hope you will plan to visit - and, of course, should you get to New York while I am in town, I do hope you will plan to see us.

Warm regards.

Cordially,

Doris Bardon

Doris Bardon

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY U.S. Affiliate of the World Assembly of Youth MUrray Hill 7-8300

May 23, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street
Atlanta, Georgia

Dear Paul,

This note is slightly tardy, but we do want you to know how much we enjoyed the chance to talk with you in Atlanta, enhanced, of course, by a delightful luncheon. We have not yet had a real talk with Jed about the Conference as he just returned from California. We still are mulling over in our own minds what the future orientation of the Conference should be; what real function we as a coordinating council can and should fulfill; and, what we want to achieve by holding such conferences.

We have received several evaluation forms and are expecting more since we sent them to all participants. Those already in have been quite favorable. We will keep you abreast of our thinking on the Conference and what the outcome of the evaluation forms is. And, of course, we would appreciate any further comments you may wish to make. To facilitate such, you will find an evaluation form enclosed.

Many thanks for your hospitality - we'll try to stay longer next time. And, we hope to see you in New York in the not too distant future.

Sincerely,

Nancy

Nancy Sherwood
Assistant to the Chairman

Vera

Vera Jelinek
Program Consultant

150

May 27, 1963

Mrs. Ward C. Patton, Jr.
Box 141
Reeds Spring, Mo.

Dear MRS. Patton:

Thank you for your good and thoughtful letter of May 18. As a partial answer to your inquiry, enclosed is a list of agencies working in the South (many of whom could supply you with information and other services) and an SRC publications list. Under separate cover we are sending several materials which may be helpful. If you have need of quantities of any of these we will supply them without cost or at as little cost as possible.

The Missouri State Commission on Human Rights, State Capitol Building, Jefferson City, should also be helpful to you and I think a letter from you would bring a favorable response and possibly the offer of a staff person to come to Reeds Spring to help you.

Please call us at any time for any help we might possibly be able to give.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enclosures

PA

Box 141
Reeds Spring, Mo.
May 18, 1963

Southern Regional Council
63 Auburn Avenue
Atlanta, Georgia

Dear Sirs:

I recently read in the September, 1957, Social Progress magazine, published by the Presbyterian Church that you might be able to give me the names of groups concerned with race relations and civil rights or the names and addresses of leaders involved in these areas.

I would like such information so that I may become acquainted with them. I do not know if your information includes Missouri or not but I am asking on the chance that it might.

There is a great deal of hostility toward Negroes in our area (the Ozark mountains in Missouri) and there are no Negro families in or near Reeds Spring to my knowledge.

I was born and raised in deep ~~South~~ traditions, but as long as I ~~have~~ can remember I have questioned them and had the feeling Negroes were being unfairly treated. The feeling grew stronger while I was in high school and college (1943-1950), but I was timid and anyway seemed to be alone in my attitudes.

After marriage in 1952 I lived several different places in the Midwest, became accustomed to outward integration and in the Air Force and at Michigan State my husband and I had some Negro friends.

Now we are in an anti-Negro area where none are allowed to settle apparently,

and, first, I don't want my children isolated this way if I can possibly help it; second, it can't last indefinitely - this situation in our area. Just north of Springfield, Lake of the Ozarks is having to face the issue of accepting Negro tourists in motels and of selling land and houses to them. I don't know what the latest development is, but they seemed to be losing the battle (the real estate men and resort owners) the last I read. Eventually, and probably in a year or two, if not sooner, the Table Rock Lake area will have to face the same issues. My husband is a Presbyterian minister whose parish is the whole Table Rock Lake Area (because of the rapid new develop-

ment which is changing the area so fast and so radically.). When questions are raised here about serving Negroes, selling to Negroes, renting motel rooms to them, and accepting them into our community and our church, he and I will be deeply involved obviously. A large number of our parishioners are property owners, real estate agents, resort owners or managers, restaurant and boat dock owners. They will all be affected. Our church people seem to be more concerned than the rest of the community (for which I am very thankful). They will have their first interracial ~~co~~ experience this summer when a church youth work caravan stays with us two weeks. It is an inter-church project but two churches have dropped out already out of fear on

the part of the minister or rejection by the congregation. There is mixed opinion among the participating ministers as to the wisdom of the step - but we are going through with it and can only do our best and pray for the best to happen.

But I want to make my personal witness by making personal contact for my sake and my children's. I cannot accept the situation as unalterable and mouth pious impotent phrases. To believe is to act and I think, with your help, I may have found the way, and a pleasant one, too.

Sincerely yours,
Bettie M. Patton
(Mrs. Ward C. Patton, Jr.)

Put BH on mailing lists. Done MM
Send his address to NJ asking him to place BH on his list

LWD
RHA VJC
SB LKV
RHA MA
MM

62 Dalway Rd.
Avondale
Salisbury, S.Rh.
May 27, 63

Mr. Paul Anthony
S.R.C.

Dear Paul,

Warm greetings from the heart of Africa! My but its been a long time since I've heard very much from your sector and I'm really hungry to hear how my old cohorts have been living these days. Mr. Domillion over in Tuskegee did drop me a line recently indicating that you had moved in Paul Rilling's shoes after he had followed Harold to cooler climes in Washington and that Les had succeeded Harold. This probably all happened many months ago so my information is pretty well dated.

I've heard nothing directly from the central Office since I left Alabama in early 1961 - how's about filling me in on the latest? I'm glad to learn that you're out of pure administration there as I've always felt that you had a lot to offer in a broader portfolio. How is your new one shaping up? Who is still left in the central Office that I might have known? Are S.R.C.'s program emphases about the same or are they changing with developments and available finances? Are all of the state organizations still going and what's happened to the old state directors? From the little I've heard apparently Norm Zimmerson is doing a very credible job over Alabama way + brother, I don't envy him a

I loaned it to a nationalist friend to read but it was in a briefcase which the secret police are thought to have stolen!

a bit considering what's happening there. That's not wholly true - after reading so much about B'ham and people and places I know so well there are times when I get frustrated by being so helpless way out here. I have channeled some protests from here tho.

Weeks before last the first item in every B.B.C. and Rhodesian Federal Broadcasting Corporation newscast was on Birmingham as were the headlines of every newspaper in S. Rh. + S. Africa. The impact here has even been greater than that of the Ole Miss riots because of the drama involved. Without reference to the tarnishing of the image of America as the land of freedom and equality, the damage done to American missions in this part of the world is very real. Commenting on the turning of negroes away from the doors of nineteen B'ham churches, a layman remarked, "It's fantastic that there could be any segregation in American churches. It's really hard to believe." An prominent African nationalist warned me, "The African people make no distinction between oppression of negroes in America by the whites and the oppression they are suffering here by the whites. They make no distinction between the white people and the white church and when that same church sends missionaries over here it is looked upon as hypocrisy." This morning, yesterday morning and almost daily for the past two weeks letters to the editor of the "Rhodesia Herald" have been attacking the American Methodist Church advising us to "return

home and clean up our own backyard", "remove the beam in your own eye", etc., etc. Enclosed is a poster from a ~~street vendors~~ newsland which might provide a little eye wash in your travels reminding people there of the world perspective in which they are operating. Use any of the foregoing any way helpful.

After finishing a frustrating seven months in language school last September we were assigned as pastor of the church at one of our three main mission stations located in a remote mountainous area on the Mozambique border. There was some wild game there - a few impala & sable antelope & a six foot banded cobra was killed about two hundred yards from our house. Just after we left in January I heard they killed a lion not far from the mission. In fact, here in Salisbury, early yesterday morning a leopard was killed on a city street when it was struck by a car!

At long last in Jan. we moved into Salisbury, the capital city, where I've been assigned to the work I came out here to do - race relations. The only trouble is is that unlike the South you can't easily approach race relations without getting over into politics. In fact the past and present Southern Rhodesian governments have so prostituted multiracialism with hypocrisy that its a dirty word. By desegregating more public facilities than Bull Connor ever dreamed of doing they have used this as a device for protecting a restricted franchise. This is the crucial issue, of course, and is the key to really removing the colour bar throughout society. With the break-up of the Federation and the inevitable gravitation toward S. Africa, African frustration is approaching the danger point. Should the British Govt. grant independence & the S.R. Govt. seize it under the present repressive constitution, revolution appears unavoidable. Anyway we've really got our work cut out for us! I'd love to hear from you folks & would be interested in any position reports on B'ham & the "N. South". Please give my warm greetings to Sa and to Paul & Harold when you write them next.

(over)

Most cordially, Bob Hughes

P.S. – When we moved into a new neighborhood recently I took a stroll around the back fence and met our new neighbor. We introduced ourselves & when I told her I was from Birmingham, Alabama she reached across the fence, grabbed my hand and vigorously shook it saying, "Keep the niggers down!"

May 28, 1963
VIA AIR MAIL

Mr. Frederick W. Echelmeyer
Information Service
American Friends Service Committee
160 North Fifteenth Street
Philadelphia 2, Pa.

Dear Mr. Echelmeyer:

In regard to your letter of May 23 to Leslie Dunbar, we have ordered 1,000 copies of the Martin Luther King letter.

We plan to send copies to the State Councils on Human Relations in the Southern states, along with your price list and related information. We also plan to send them to the participants in the Southern Interagency Conference unless you have already done so. Jean Fairfax has a copy of the Southern Interagency Conference list, if you are not familiar with it.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

AMERICAN FRIENDS SERVICE COMMITTEE
INCORPORATED
160 North Fifteenth Street, Philadelphia 2, Pennsylvania
LOcust 3-9372

HAROLD EVANS
Chairman
HENRY J. CADBURY
Honorary Chairman
CLARENCE E. PICKETT
Executive Secretary Emeritus
COLIN W. BELL
Executive Secretary

May 23, 1963

SBV
MLV
PA - pls handle quick

Leslie Dunbar
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Leslie Dunbar:

We have printed 50,000 copies of Martin Luther King's letter, which he wrote in the Brimingham City Jail on April 16.

It is such a powerful and compelling document that we would like to get it into the hands of the nation's religious, labor, governmental and human relations leaders as fast as possible.

Your agency has contacts with a large segment of this group, and we feel certain you would be interested in getting this pamphlet in bulk for your own mailing. To facilitate this, we are making it available at cost, which is six cents per copy for orders of 1,000 or more. (We are charging ten cents per copy up to 99; eight cents per copy up to 999).

A copy is enclosed. You will notice that at the top of the back cover is a space for mailing date, stamp, or permit. Postal authorities assure us that the pamphlet may be sent as is, third class, for four cents, without stapling or fastening.

We would appreciate an immediate call if you are interested in bulk orders for next week. Then please follow with a letter-order so that our records will be clear. Should you be unable to handle your lists yourself we will be glad to do the mailing from here. If you do mail them yourselves, we would like to know your coverage so that we do not duplicate.

Our office is available through Friday to react quickly to a telephone call, telegram, etc.

We are also getting in touch with Frederick Routh, Harry Fleischman, Galen Weaver, J. Oscar Lee and Arnold Aronson.

Sincerely yours,

Frederick W. Echelmeyer

Frederick W. Echelmeyer
Information Service

FWE:ml
Enclosure

May 28, 1963

Mr. Maxwell Hahn
Executive Vice President
The Field Foundation
250 Park Avenue
New York 17, New York

Dear Mr. Hahn:

Frances Pauley has asked us to send you a listing of desegregated facilities in the South. We assume you are primarily interested in hotel facilities, since Mrs. Pauley said you wished to circulate this information to persons traveling in this region, and our Research Department's updated listing of predominantly white hotels accommodating Negro guests is enclosed.

It should be noted (and so stated in any dissemination of the list) that our information may not be complete; the listed hotels are merely those which we have been informed accept Negro guests.

We have only limited information on desegregated restaurants in the region (other than those in department and variety stores); however, if this information is vital to the kind of list you would like to distribute it may well be possible for us to conduct a special spot survey of restaurants in some of the larger southern cities. Such a project would take several weeks. Please let us know if it would be helpful to you.

Sincerely,

Marge Manderson
Administrative Secretary
Field Services

May 28, 1963

Miss Nancy Sherwood
Miss Vera Jelinek
Young Adult Council of the
National Social Welfare Assembly
345 East 46th Street
New York 17, New York

Dear Nancy and Vera:

Thanks for your letter of May 23. Do come back soon and for a longer time.

The evaluation form was not enclosed, which is just as well since I've about reacted to my limit. (Though if you seriously want something in writing, I'll do it.)

Best to you, to Jed, and all the young revolutionaries.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 28, 1963

Miss Doris Bardon
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Doris:

Relative to your letter of May 22 are we to assume you want copies of all the "samples" we sent you? Will be glad to do so, but thought you might not want some of them.

Whatever the case, send us the number you want and the address to which they are to be sent, and they'll get off immediately.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

cc-FP

VIA AIR MAIL SPECIAL DELIVERY
May 29, 1963

Miss Doris Bardon
Field Director
The Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Doris:

If it is appropriate, I hope EFC can reconsider the application of Lonnie Malone. From my very brief meeting with him, I think Malone is a rather remarkable young man. He has been a leader of the successful and very sensibly conducted Rome, Georgia student protest movement. He is very mature for his age, articulate, and surprisingly well educated to come from a Southern segregated school system.

His application to EFC was encouraged by his principal and the local human relations group who have raised "the money" for his expenses (whatever that means in terms of amount).

I think this young man has great potential as a leader and that the EFC experience would be invaluable in developing that potential.

If the decision to reject him was based on a wide difference in age and education, then please disregard this. If it was a "close" decision I hope the selection committee can reconsider.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

MRS. FRANKLIN D. ROOSEVELT
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Chairman, Board of Directors

SAAL D. LESSER
Executive Director

ALGERNON D. BLACK
Education Director

MRS. DORIS BARDON
Field Director

June 4, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Paul:

Yes, you may assume that we would like copies of all the 'samples' you sent. Please send one set to (about 10 copies of each)

Encampment for Citizenship
Fieldston School
Fieldston Road
Bronx 71, New York

And another set to (about 10 copies of each)

Encampment for Citizenship
Barrington Hall
2315 Dwight Way
Berkeley, California

The sample set you already sent me will be used in the Puerto Rican Encampment.

You probably know by now that we will admit your boy, Lonnie Malone.

Paul - regarding Encampment plans for '64 - it looks now as though we may combine two major projects by holding an Encampment for the 16 to 18 year group in the vicinity of Washington, D.C. This will give southern exposure, 'heart of the government' exposure, and may make great sense in many ways. I do hope that you and Saal can get together one of these days to discuss your possible future role with us. We'll probably start exploring this in the Fall - but any suggestions you may have for me now will be appreciated - do you know of any possible sites?

I guess our combined efforts - mailings, field trips, etc., are paying off. Recruiting has gone up - and as of now we are 58 applications ahead of last year.

Warm regards,

Alonzo

Dear Paul -
Thanks for your letter re Lonnie -
I hope he will work out well in the Enc.
Also, with regard to next year's encampment
there is very possibility that you will be welcome as an
BG visitor, personally -
Best wishes,
Saal

4 June 1963

Mr. Lonnie Malone
506 Holmes Road
Rome, Georgia

Dear Lonnie Malone:

I am pleased to inform you that the Admissions Committee of the Encampment for Citizenship has reversed its decision of May 23rd regarding your participation in the New York Encampment. I welcome you to the Encampment family and know that you will have a great deal to contribute to it and to gain from it. Enclosed you will find all necessary information regarding the initial stages of the Encampment. If there are any questions, please do not hesitate to be in contact with us. The Committee has granted you financial assistance in the amount of $320 to cover your room, board and tuition. The only outstanding amount, therefore, is the $20 registration fee which may be paid at any time before the opening of the Encampment.

We look forward to meeting you in New York and to a productive six weeks.

Sincerely yours,

Saal D. Lesser
Executive Director

cc: Paul Anthony
Director of Field Activities
Southern Rgl. Council

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY U.S. Affiliate of the World Assembly of Youth MUrray Hill 7-8300

June 5, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsythe Street, N.W.
Atlanta 3, Georgia

Dear Paul,

Enclosed you will find the evaluation form which we forgot to include last time. I am sorry to overburden you with requests for reactions to the Conference, but it would be helpful to have your comments on file.

My best to you, Maggie and Mary. And thank you in advance for filling out the form.

Sincerely,

Nancy

Nancy Sherwood
Assistant to the Chairman

Enclosure

150

10: AM
Thursday

Reservations
confirming

Call Late afternoon

Burge Early mo 4 dog -

Get materials out of attic?

Mrs. Maurice Long -

Beverly Downing Wants to get with you + learn what to do

YOUNG ADULT COUNCIL
MEMBER ORGANIZATIONS

Americans for Democratic Action

American Friends Service Committee, College Section, *Associate Member*

American Youth Hostels

Association of International Relations Clubs

Collegiate Council for the United Nations

Encampment for Citizenship, *Associate Member*

Experimenters' Association

4-H Club and Young Men's and Women's Programs

Liberal Religious Youth

Lisle Fellowship

National American Indian Youth Committee of Arrow, Inc.

National Association for the Advancement of Colored People, Youth Division

National Council, YMCA

National Council of Catholic Youth

National Jewish Welfare Board

National Scholarship Service and Fund for Negro Students, Inc., *Associate Member*

North American Student Cooperative League

Rural Youth of the U.S.A. Conference

Students for a Democratic Society

United Christian Youth Movement

U.S. National Student Association

United World Federalists, Student Division

Workmen's Circle, *Associate Member*

World University Service in the United States, *Associate Member*

Young Christian Workers

Young Democratic Clubs of America

Young Women's Christian Associations of the U.S.A.

National Civil Liberties Clearing House June 5, 1963

REPORT OF THE COMMITTEE ON NOMINATIONS FOR 1963-1964

The constitution of the National Civil Liberties Clearing House provides that its elected officers shall be : a chairman, four vice chairmen, secretary, treasurer, and six members of the Administrative Committee, all representing national organizations. Officers and Administrative Committee members are elected annually for a term of one year, and may not serve in any elective capacity for more than three consecutive terms.

The constitution further provides that a Nominating Committee of five members, appointed by the chairman and approved by the Clearing House, shall present a proposed slate of officers and Administrative Committee members at the June meeting of the Clearing House. This slate is circulated to all associated organizations directly thereafter, and through July 15 it remains open for additional nominations, which must be approved by the Nominating Committee before they are placed on the ballot. Election takes place by mail ballot in August, and term of office begins in September.

The Nominating Committee wishes to express its appreciation -- and the appreciation of the Clearing House -- to the present officers who are not eligible for re-nomination : Lawrence Speiser of the American Civil Liberties Union; Dr. Louis Joughin of the American Association of University Professors; and Germaine Krettek of the American Library Association, all of whom have served for three terms; and Violet Gunther, who has resigned from her post as director of Americans for Democratic Action; and most particularly to Roy Millenson of the American Jewish Committee, who has worked so effectively and diligently as chairman of the Clearing House for the past two years.

Your Committee met on May 9, 1963, and unanimously recommends the following slate of officers for 1963-1964 :

For chairman: Harold C. Fleming of the Potomac Institute.

For vice chairmen:
On civil liberties, J. Arnold Feldman, American Veterans Committee
On civil rights, Clarence Mitchell, National Association for the Advancement of Colored People
On human rights, Olinda M. Roettger, Lutheran Church - Missouri Synod, Department of Public Relations
On intellectual freedom, Dr. H. B. Sissel, United Presbyterian Church, U S A

For secretary: Edward F. Snyder, Friends Committee on National Legislation
For treasurer: Jacob Clayman, Industrial Union Department, AFL-CIO

For membership on the Administrative Committee :
Daniel S. Bedell, United Automobile Workers of America, AFL-CIO
David A. Brody, Anti-Defamation League of B'nai B'rith
Edward L. Ericson, American Ethical Union
Robert W. Frase, American Book Publishers Council
Rabbi Richard G. Hirsch, Union of American Hebrew Congregations
Cernoria D. Johnson, National Urban League

Respectfully submitted for the Nominating Committee :
Russell L. Bradley, National Conference of Christians and Jews, chairman
David A. Brody, Anti-Defamation League of B'nai B'rith
John Edelman, Textile Workers Union of America, AFL-CIO
Germaine Krettek, American Library Association
J. Francis Pohlhaus, N.A.A.C.P.

Minutes June 5, 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met at the Washington Post's Community Room on Wednesday, June 5, 1963, with the following attendance : Roy H. Millenson, American Jewish Committee, chairman; Olinda M. Roettger, Lutheran Church-Missouri Synod; Peggy Roach and Marcia Cox, National Council of Catholic Women; Jean Stultz, United Steelworkers of America; John de J. Pemberton and Lawrence Speiser, American Civil Liberties Union; Dr. Lewis Maddocks, United Church of Christ; W. Barry Garrett and Wilfred H. Peterson, Baptist Joint Committee on Public Affairs; Dr. H. B. Sissel, United Presbyterian Church, U S A; Merlin A. Myers and Florence Mabre, American Friends Service Committee, Metropolitan Washington Housing Program; Denise Tourover, Hadassah; Anne Foss, American Jewish Congress; Kathryn H. Stone, Virginia House of Delegates; Betsy Levin, Americans for Democratic Action; Helen Steinbarger, American Library Association; Betty Shapiro, B'nai B'rith Women; Moe Hoffman, National Jewish Welfare Board; Shirley Koteen, National Council of Jewish Women; Louise Harned, League of Women Voters; Ruth Bates, Commissioners Council on Human Relations.

Russell Bradley and Dr. Leonard P. Aries, National Conference of Christians and Jews; Dr. Edwin Davis, Virginia Kinnaird, Lucile Ellison and Dr. William H. McLin, National Education Association; Ashby G. Smith, National Alliance of Postal Employees; Louise Stitt and Alma Kropp, National Consumers League; Caroline C. Ramsay, Women's International League for Peace and Freedom; Ruth D. Reams, American Humanist Association; A. Burns Chalmers, American Friends Service Committee; J. Arnold Feldman, American Veterans Committee; Felix Putterman, Jewish War Veterans; Minna Post Peyser, National Assembly; Rosaline Fisher, D. C. League of Women Voters; Emily Reed, D. C. Public Library; Florence Schott, American Association for the United Nations; Jane Leeds, National Association of Intergroup Relations Officials; David Brody, Anti-Defamation League of B'nai B'rith; Harold Sherk, National Service Board for Religious Objectors; Robert W. Frase, American Book Publishers Council; Dan Bedell, United Automobile Workers of America, AFL-CIO; E. V. Matthew, S. H. Holland; Florence B. Fields; Mary Alice Baldinger for the office.

Next Meeting : Because of the Independence Day holiday, the July meeting of the Clearing House will be held on the second Wednesday of the month -- July 10, at the Post's Community Room

Report of Nominating Committee for 1963-64 : The meeting accepted the report of the Committee on Nominations for 1963-64, which was presented by the chairman, Russell L. Bradley of the National Conference of Christians and Jews. (A copy of the committee's slate, which also outlines procedures of elections, is attached.)

Program : Robert L. Riggs, Washington correspondent for the Louisville Courier-Journal, analyzed the three proposed "state's rights" amendments which have already been approved by a number of state legislatures and which would (1) enable states to amend the Constitution without having to get a vote in Congress; (2) nullify the Supreme Court's ruling that citizens dissatisfied with the apportionment of their legislative districts can sue for relief in federal court; and (3) set up a "Court of the Union" with power to override decisions of the Supreme Court. Dr. Nathan Hare of Howard University's Sociology Department discussed "The Black Muslim Movement and the Forces behind It."

Both talks will be summarized in the next issue of the Civil Liberties Bulletin.

Current Material : The office will send out on request its remaining copies of literature distributed at the meeting:

1) States' Votes Quietly Push Court Curbs -- by Robert L. Riggs, this article from the Courier-Journal was the first comprehensive study of the amendments he discussed at the meeting, of the forces working for them and of their progress in state legislatures. Reprinted by the American Civil Liberties Union.

2) Growing Opposition Slows State Rights Amendments -- by Anthony Lewis, on the growing public awareness of the proposed amendments and its effects; reprinted from the New York Times by the Institute of Human Relations.

3) The American Civil Liberties Union's analysis of the amendments and their possible effects on civil liberties and the American system of government.

4) The School Prayer Controversy: Why Jews Take Sides -- by Philip Jacobson; an analysis of the basic reasons why the majority of the Jewish community in the United States supports the separation of church and state, published in the April, 1963, issue of the National Council of Jewish Women's Council Woman.

5) Creeds and the Class Room -- from the National Community Relations Advisory Council, a discussion paper outlining in question-and-answer form the views of the NCRAC and the Joint Advisory Committee of the Synagogue Council of America on the issues raised by the Supreme Court's "Regents Prayer" decision and the principles it embodies.

6) Church, State and the Public Schools -- a "citizen's Handbook" of historical data, statements by leading Americans, and excerpts from major court decisions affecting religious freedom and education; from the American Jewish Committee's Institute of Human Relations.

7) Censorship and Complacency in Education -- in its Council Platform for May, 1963, the National Council of Jewish Women presents this discussion of current national trends toward conformity and their reflection in censorship within the public schools and restrictions on free debate and discussion in institutions of higher education. Contains suggested reference reading and questions to serve as a discussion basis.

8) The Churches and Race Relations -- from the National Council of Churches' Interracial News Service for January-February 1963, an article by Dr. Alfred S. Kramer of the Council's Department of Racial and Cultural Relations, on the Protestant churches' current responses and responsibilities in the area of social justice and equality.

9) Freedom of Residence -- in its monthly publication, Social Action, the Council for Christian Social Action of the United Church of Christ presents a brief history of segregation in housing over the past 30 years, outlines federal, state and community activities currently under way, presents illustrative case histories, and includes a listing of inter-group relations agencies and a review of recent books and pamphlets on race relations.

10) More Room at the Top: Company Experiences in Employing Negroes in Professional and Management Jobs -- the March, 1963, issue of the American Management Association's Management Review. Study by Caroline Bird, made available by the National Conference of Christians and Jews.

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
NSF
SINCE 1937

NATIONAL SHARECROPPERS FUND

112 EAST 19th STREET • NEW YORK 3, N. Y. • GRamercy 3-0284

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project director

L. S. JAMES
South Carolina representative

ALLEN YANCEY, Jr.
Tennessee representative

June 10, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Ga.

Dear Paul:

I am sorry to be slow in answering your May 16th letter. We are understaffed and we are trying to do a big job. It is encouraging that more possibilities open up for us to be of service. When we can get more money to work with, we can put more people into the field and also get some more help here in our office.

Our work in South Carolina is progressing though we are still just scratching the surface. Mr. Jac Wasserman of our staff recently spent 10 days there and spoke at meetings of low-income farmers in nearly every county in the state. We are now planning a four or five-day leadership workshop to be held at Penn Center where low-income farmers with leadership ability will be brought for intensive sessions on farmer cooperatives and credit unions, and training programs. Department of Agriculture personnel are working with us on this.

When I met with the Mississippi Council on Human Relations executive committee in February, I found it a useful meeting but they were not far enough along in their organization to offer much help with the state conference. I also spent a little time in Greenwood when I was there. Just today Bob Moses was in our office and we are now planning for a two-day workshop this summer in Greenwood for farmers and their wives to discuss federal loan and grant programs, training programs, and aid to dependent children and lunch school programs. The workshop will hope to develop leadership in these areas so that the benefits of these various programs can be brought to many people in the Mississippi Delta who are completely excluded.

The other day I talked with Mrs. Meskus of the New World Foundation about the proposal that we work with human relations councils in selected Southern states to establish a field program similar to the one we have in South Carolina. I am preparing a revised proposal for the New World Foundation and will let you know what develops.

I'll send later.

You may be interested in the enclosed copy of the talk I shall give tomorrow at Chapel Hill to the ARA field coordinators from the 12 Southern states from Texas to Virginia.

I will be in touch with you again when some of our plans become more definite.

Sincerely yours,

Fay

Fay Bennett
Executive Secretary

fb;ja
~~enc.~~

The National Sharecroppers Fund has worked for over twenty-five years to bring economic and social justice to Southern sharecroppers and tenant farmers and to migratory farm workers.

June 11, 1963

Mr. Saal D. Lesser
Executive Director
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Saal:

Many thanks to you and the Encampment for the action--and generosity--with Lonnie Malone.

Hope he proves to be a winner and brings glory to us all.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 17, 1963

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Thanks for your letter of June 10. The Mississippi Council is not sufficiently organized at present for a detailed program--especially in light of current problems in Jackson and elsewhere. However, in the fall AFSC will begin a staffed program in the state and I am hopeful that then and thereafter an office can be shared and some beginnings can be made in joint program and mutual assistance. Thereafter, with luck, MCHR will gradually move toward becoming an organized and effective body.

The state needs so much and is getting so little help that I hope we can all give some attention to the needs and find as much strength as possible in cooperation.

Your workshop for Greenwood sounds good, basic, and needed.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 11, 1963

Mr. David Jeffreys
Director of Field Operations
American Association of Retired Persons
National Retired Teachers Association
Suite 419 Dupont Circle Building
Washington 6, D. C.

Dear Mr. Jeffreys:

Thank you for the information in your letter of June 4. With our very recent developments here in the South we have every reason to believe you will have a very wide choice of meeting places next year. When we revise our list of integrated hotels--quite an undertaking now--we will see that you get a copy.

Best wishes for your December meeting.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

American Association of Retired Persons
National Retired Teachers Association

SUITE 419, DUPONT CIRCLE BUILDING • WASHINGTON 6, D. C. • DECATUR 2-7836

PRESIDENT
Ethel Percy Andrus

EXECUTIVE DIRECTOR
William C. Fitch

CONSULTANT AND COORDINATOR,
NATIONAL SERVICES, Ruth O. Lana

June 4, 1963

Mr. Paul Anthony
Executive Assistant
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

You may recall our correspondence of last August concerning integrated hotel facilities.

Following up our August 16 letter, this is to advise you that our Area 4 Conference, scheduled for the Jack Tar Harrison Hotel in Clearwater, had to be shifted. The hotel reversed itself on integration of all facilities. Our meeting will now take place in the Deauville in Miami Beach in December.

As you learn of additional cities and hotels which open up, it would be appreciated if you could keep us advised.

Sincerely yours,

David Jeffreys

David Jeffreys
Director of Field Operations

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY | U.S. Affiliate of the World Assembly of Youth | MUrray Hill 7-8300

LWD
MA

June 12, 1963

Mr. Paul Anthony
Field Representative
Southern Regional Council
Atlanta, Georgia

Dear Paul:

Just a belated note to thank you for your excellent contribution to the First All-South Human Relations Youth Conference.

We have received many favorable reports from the Conference and are definitely planning to hold another one next spring. We also expect to be contacting the Ford and Field Foundations with a 3-year Project to hold State Conferences and begin Human Relations Youth Councils in some cities. We will probably be suggesting a full-time staff of two people to develop the program, working out of Atlanta. As discussed, I hope that if we do receive the Grant, it will be possible for this to be co-sponsored by the Southern Regional Council.

I am leaving for West Africa this week and will be returning to the country in late August. I hope thtat we can have the chance to discuss this at further length in September and, if possible, we would like to have you attend the Fall Council Meeting which probably will be the second weekend in September, in New Jersey.

Sincerely,

Jed Johnson, Jr.

Jed Johnson, Jr.
Chairman

JJjr:mps

150

June 20, 1963

Dear Paul Anthony,

Through an error the price being quoted by SRC on 100 copies of the Martin Luther King letter i seven cents instead of eight cents. So far only about three orders have been received here at that figure but we are working on a very narrow margin - don't intend to make anything, but we would like to break even.

Wherever you can do anything about it, we would be happy to have you pass the word along.

Thank you.

Sincerely,
Marie Turner
Secretary to Jean Fairfax

PHILADEL... JUN 20 1963

ADDRESS OFFICIAL COMMUNICATIONS TO
THE SECRETARY OF STATE
WASHINGTON 25, D. C.

DEPARTMENT OF STATE
WASHINGTON

June 27, 1963

Dear Mr. Anthony:

We wish to express our sincere thanks to you for your assistance in making reservations at the Peachtree Manor Hotel for the Minister Counselor of the Malagasy Republic during his proposed stopover in Atlanta on his recent trip to Miami. We are sorry that unavoidable circumstances made it necessary for Mr. Ratsimbazafy to change his itinerary and to cancel the reservations.

We are nevertheless grateful for your cooperation in helping us convey the American spirit of good will to our foreign neighbors and hope that we may call upon you in the future if the occasion arises.

Sincerely yours,

Pedro A. Sanjuan
Director
Special Protocol Services

Mr. Paul Anthony,
Southern Regional Council,
Atlanta, Georgia.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSIONERS' COUNCIL ON HUMAN RELATIONS
ROOM 208, DISTRICT BUILDING
WASHINGTON 4, D. C.

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MRS. BURMA A. WHITTED

July 5, 1963

Mr. Paul Anthony, Director
Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Your Florida speech was a gasser, powerful and emotional yet sensitive and perceptive as well.* I trust it shook up the white bourgeoisie of the Florida council. Next time have Marge type on the event and date of the speech with your name and so forth. Some of us like to pass these things around to help these semi-Yankees up here understand the currents that work in the South. I think, however, that the difference between tempers and tactics North and South is narrowing somewhat.

Your newsletters are excellent and I thank you for sending them. I hear rave reviews of your activities from scattered points such as Florida, Houston, Alabama. They hate you in New Orleans, which undoubtedly serves them right.

As far as news from the Nation's Capital is concerned, you will be amused to learn that Arthur Levin has emerged as board member and secretary of the local NAIRO chapter.

I'm sorry that I missed seeing you all at the NAIRO do in Atlanta recently. I don't think I'm sorry that I missed the meeting, however.

Things are lively here and I still enjoy my job. Give my best to Marge

* sort of a combination of Maggy Long and vintage Roth

Sincerely,

Paul

Paul M. Rilling
Executive Director

PMR/jfg

UNITED STATES NATIONAL STUDENT ASSOCIATION
3457 Chestnut Street • Philadelphia 4, Pennsylvania
BAring 2-1106 • Area Code 215 • Cable NATSTUD

NATIONAL COMMISSION

July 6, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, Northwest
Atlanta, Georgia

Dear Mr. Anthony:

I am enclosing two copies of the prospectus. I will greatly appreciate any suggestions you, or the other members of the council might have concerning the project or possible sources of financial support.

I am still hoping that you will be able to come to the congress. This is not only because of the contribution you would make to the seminar, but also because Slaiman, Curry, Campbell, and maybe even Clancy will be there and (this being the civil rights " jet set ") there should also be some good socializing.

Thank you for the consideration and time you have given to the association in this matter. If I can be of any assistance, please let me know.

Sincerely,

Dennis Yeager

A PROPOSAL FOR A PROJECT ON SOUTHERN EDUCATION

BACKGROUND

Throughout its history, the UNITED STATES NATIONAL STUDENT ASSOCIATION has had a genuine concern for the issues confronting higher education in the United States and the student role in dealing with these issues. One of the results of this concern has been an increasing belief that the American college student has a legitimate and meaningful role to play in determining the future of higher education. Another result, a result that is more peripheral, has been a realization that there are elements in Southern history -- and in the contemporary South -- that pose special problems for higher education in that region.

Most of the acute problems in Southern education directly involve the relation of the community to the university. It should be noted (as, all too frequently, it has not been) that the current situation in Southern education is the result of complex factors. It is not simply a matter of racial segregation, nor is it merely a matter of the South's economic condition. Education in the South is the product of the Southern society. This undoubtedly, is the case in any educational system; but it is particularly true that in the change-resistant South, education is meant to reflect the society and not to submit it to examination.

Because of the conviction that students have a meaningful contribution to make to higher education and that there are problems peculiar to Southern education, USNSA wishes to undertake a project that would assist Southern students in understanding their educational system and contributing to its improvement.

AREAS OF CONCENTRATION

This project would attempt to provide Southern students with information and action programs in a number of problem areas.

One of the most important areas in which the project would work would be that of academic freedom. It is particularly important to arouse concern for academic freedom in an area of the country that has never developed a real tradition of free inquiry. Beyond this, however, it is even more important to attempt to arouse such concern in a time of social change in the South. We need only examine recent history to see the impact that attempts to preserve Southern tradition has had in restricting the freedom of the academic community. The project would attempt to develop student awareness of individual violations of academic freedom and, more important, of the pressures and social conditions that lead to such violations. Beyond arousing concern for academic freedom, the project could encourage regional cooperation among student governments and individuals in the defense of academic freedom for students and faculty members.

The Southern university, traditionally, has not offered students an opportunity to submit their society to objective examination. This fact cannot be attributed to violations of academic freedom alone, but must also rest with the faculty members, the text books, courses offered and the nature of co-curricular presentations on the campus. This project would act as a direct stimulant to free inquiry by merely raising the question of the Southern educational tradition. More important, the project could directly encourage students to initiate studies of the curriculum, the faculty resources in the social sciences, and the variety of viewpoints offered in the informal intellectual life of the campus. Using such studies as a basis, the students could undertake action projects designed to expand the opportunities for social inquiry on their own campuses.

The Negro institutions of the South would present the project with a particular type of problem, but, nonetheless, one particularly suitable for student action. Part of the work of the project would be devoted to arousing among students of the predominately white universities a concern for the quality of education being offered at the Negro universities. Programs based on this concern could be initiated on the white campuses that would tend to alleviate the isolation of the Negro campuses. Such projects would be student exchanges, book drives for libraries at Negro colleges which have lost their accreditation due to inadequate libraries, and student initiation of teacher incentive campaigns designed to interest graduates of white colleges in teaching in Negro colleges. Much of the work of the project could also be devoted to arousing among the students of the Negro campuses an interest in the quality of their own education and assisting them with programs designed to help eliminate the inequities it fosters.

One of the problems that continues to plague southern education is that of lack of financial support. While part of this problem can be attributed to the economic condition of the South, much of it must be attributed to indifference on the part of those who would benefit from better education. The project would conduct research on the current national and state proposals on higher education that would affect the South and encourage students to take an active part in influencing legislation on higher education. Thus , the project would keep students informed on the progress being made in the public financing of higher education and encourage them to support programs that would benefit education in the South.

Many of the problems of Southern education can be attributed to a lack of understanding (on the part of students and educators) of the historical forces that have shaped the region's present concept of higher education. The project would devote part of its time to research and dissemination

of information on the Southern educational tradition for students and educators.

While the project would not be able to work in all of these areas at any one time, it would be able, from time to time, to devote some of its attention to all of them. The project would be able to obtain a fund of information in all of these areas that would enable it to meet the needs of students who were interested in any one of them.

PROPOSED PROGRAM

This project would be geared to developing in-depth programming on individual campuses. In order to do this, the project would need a vast fund of general information on Southern education as well as information on specific state and campus needs. It would also need an extensive list of reliable resource people among educators and students on individual campuses.

In order to achieve this, the project would devote most of its first year to research and to the expansion of its personal contacts. The project director (who would serve a two-year term of office) would spend most of the first year conducting this research and contacting individuals who are willing to work with the project.

ADVISORY BOARD

Part of the director's work in the first year would be devoted to establishing an advisory board of Southern educators who are interested in the project. This board would advise the director on the long-range development of the project, work with programs on their own campuses, and develop contacts with other educational organizations concerned with Southern education.

RESEARCH - FIRST YEAR

The project director would devote much of his own time to research on academic freedom, Negro education, public financing of higher education, and the tradition of Southern education. In addition to his own research, he

would appoint three campus commissions (one each in North Carolina, Louisiana, and Georgia) to do research on educational problems of these states. Each commission would place major emphasis on examining the arrangements for public financing of education in its state. It would spend time in research on any violations of academic freedom that occur in the state during its studies. It would also be important for the commission to conduct a thorough study of the needs of the Negro institutions in the state. Each commission would prepare a research report at the end of the year that would detail its findings on the present needs of the state and suggest meaningful student action in that state.

At the head of each of these commissions would be a student on a $100. fellowship (made available by the project) which would be revewable in the second semester of the year, if his work proved satisfactory.

CONFERENCES - FIRST YEAR

The project director would be responsible for holding three area conferences, devoted to both area and South-wide problems, for educators and students. Each conference would involve, at least, a four-day program for 30 students and 12 educators. These conferences would expand the contacts of the project and allow the participants to test and exchange their ideas and experiences. They would provide the stimulation of discussion on the campuses sending participants. The opportunity provided by the conferences for introducing educators to the project would expand the research sources of the director. The project director would prepare working papers, arrange the conference in cooperation with the host school, and provide a well-rounded speaker program for the conference. At the end of the first year, students in every Southern state would have had an opportunity to participate in one of these conferences.

PILOT PROJECTS - FIRST YEAR

The project director would choose four campuses on which to conduct pilot projects during the first year. He would find at least ten students on

each of these campuses to take part in the pilot projects. These students would participate in a year-long seminar on Southern education, under the project director's guidance and with the assistance of faculty members on the campus. These students would also conduct forums, discussion groups, and information campaigns on their campuses with materials made available by the project. These pilot projects would be test cases for the in-depth programming that would be the most important part of the project's work. The students from these projects would provide a nucleus around which the area conferences would be built. They would be able to serve as resource persons and administrative assistants for the conferences. The campuses chosen for the pilot projects could serve as the hosts for the area conferences.

TRAVEL - FIRST YEAR

Besides the travel involved in the area conferences and pilot projects, the project director would be expected to make short visits to twenty other schools in the South. The purpose of these visits would be to find campuses on which in-depth programs could be initiated in the following year and to present some of the students and educators on these campuses with a basic idea of the project.

SUMMER - FIRST YEAR

During the spring of the first year, the project director would choose fifteen schools (based on his previous travel) to participate in the in-depth programs of the second year. He would also choose one student at each of these schools to participate in an intensive two-week seminar (see appendix) on Southern education during the summer. This seminar would provide the students with an opportunity to study Southern education in detail as well as an opportunity to learn the techniques to be used in conducting the programs on their campuses. These students would serve as the chairmen of the programs on their respective campuses.

Besides preparing this seminar, the director would use the summer to prepare publications, compile his research, and plan the program for the coming year.

SECOND YEAR

In the second year, the Project would devote much of its time to administering the in-depth programs at individual schools. The number of participating schools would be expanded to fifteen in the second year. The programs at these schools would be patterned after the pilot projects and conducted by the participants of the summer seminar in cooperation with the Project Director.

The individual state research would be followed up with three state conferences in each of the states studied the previous year. These conferences would be oriented toward providing the participants with knowledge of the development of education in their respective states and ideas for action programs to influence future educational development. The research grants would be given to three new commission directors in different states.

The process of expanding contacts by brief campus visits would continue, in order to provide new personnel for the future development of the project. The research, of course, would be a continuing concern of the project.

CONCLUSION

Through such a program of research, conferences, campus programming, and personal contact with students and educators, USNSA feels that it will be able to assist Southern students in determining and fulfilling their role in the future of regional education. The students of the South are probably the group (within the academic community) that has the least commitment to the educational status quo. Hopefully, USNSA will be able to take advantage of this situation by using knowledgeable and responsible programming to develop a group of students dedicated to the improvement of Southern education.

FINANCES

In order to undertake this project, USNSA is requesting a grant of $26,500.00

BUDGET

Salaries:		
Project director	$ 8,000.	(two years)
½ secretary	3,000.	(two years)
Travel:		
Project director	2,000.	(two years)
Conferences:		
Three area conferences	1,200.	
Summer Conference		
Travel - participants	800.	
Travel - resource	300.	
Room and Board (15 participants and resource people)	1,200.	
Three State Conferences (second year)	600.	
General and advisory board	2,000.	
Fellowships:		
Commission directors	1,200.	(two years)
Publications:		
Academic Freedom	250.	
Negro Education	250.	
Financing of Southern Education	250.	
History and Tradition	250.	
Programming Guide	250.	
Office:		
Telephone	800.	(two years)
Mailing	750.	(two years)
Rent	2,400.	(two years)
Miscellaneous and equipment	1,000.	
	$26,500.00	

APPENDIX

SUMMER SEMINAR

Much of the content of the summer seminar will have to be determined by the project director based on the experience of his first year. The length of this seminar, as well, might have to be increased as the seminar takes shape. At present, it seems that two weeks would be a minimum. The seminar will cover at least the following areas:

1) Southern history and tradition

2) History and development of Southern education

3) General educational philosophy

4) The role of the university in the society and the traditional role of the Southern university

5) The role of the Southern university in a changing society

6) Negro education in the South

7) Public finance of Southern education

8) The student role in educational reform

9) General programming in higher education for college students

10) Specific programming devoted to preparing the projects that will be undertaken on the campuses the following school year.

The seminar will include reading periods for the participants. A required reading list will be prepared, and the participants will be expected to do some reading from a supplementary reading list during the seminar.

Phila
Op. 440
BA 2-1106
Dennis Yeager

Paul: call

Gas Co.

Chamber of C.
Map
things of int. sm. child
& people

521-0845

next Wed.

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA 4, PA. • AREA CODE 215 • BAring 2-1106 • CABLE, NATSTUD

May 27, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street
Atlanta, Georgia

Dear Mr. Anthony:

The Sixteenth National Student Congress of the United States National Student Association will convene on August 18, 1963 on the campus of Indiana University in Bloomington, Indiana. This year, as in the past, the Congress will begin with a series of educative seminars designed to provide the delegates with background information on current concerns of the Association.

As you probably know, one of the on-going concerns of the Association in the recent past has been in the area of civil rights. The intensity of student concern in the area of civil rights has led the Association to devote one of the above mentioned seminars exclusively to civil rights in past years. This practice will be continued at the forthcoming Congress.

Needless to say, it is imperative that the Association acquire highly competent resource personnel for these seminars if the delegates are to be provided with in-depth knowledge of current issues in civil rights.

This year the civil rights seminar will present a series of talks dealing with these issues in the South and in the rest of the country. One of the talks will be devoted to civil rights and education in the South. Because of your obvious competence to deal with this question, I would like to onvite you to serve as a resource person for this seminar.

Besides this seminar, I am in charge of developing the Association's new project in the area of Southern educational problems. Part of this program will include a seminar (similar to the one on civil rights) on higher education in the South. This seminar will include a presentation on the current financial problems of Southern education and the needs of Negro education in the South. If you are able to attend the seminar period of the Congress, I would like you to address this seminar as well.

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Educational Travel, Inc.
20 West 38th Street
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Berkeley, California
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The seminar period of the Congress will last from the evening of August 18 through the evening of August 20. The Association will be able to provide room and board for you during this time, if you are able to attend.

Thank you for your time and consideration. If there is any way I can be of assistance to you, please call on me. I will be looking forward to hearing from you.

Sincerely,

Dennis Yeager
Program Vice President

DY/sm

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON 25, D.C. 20425

July 8, 1963

Mr. Paul Anthony
Southern Regional Council Inc.
Room 201
5 Forysth Street N. W.
Atlanta 3, Georgia

Done

Dear Mr. Anthony:

I would appreciate very much your sending me a list of the council which promote civil rights and human relations in the southern states. I would also appreciate very much the names and addresses of the administrative heads of these councils.

Thank you.

Sincerely yours,

James Robinson

James Robinson
Summer Intern
State Advisory Committees

MM: I think this means our state council lists - please send -
PB

mm

BP

Mon 7-8-63

Dear Paul, you'll want to include the establishment of a biracial committee by the City Council of Pensacola last month in subsequent listings of actions in the South.

My own duties here consist primarily in being alter ego to Matt in so far as I am able. To get my feet wet I handled many of the details in arranging our Convention which is now being cancelled. In its place we are arranging an emergency meeting of Catholic Interracial leaders from across the country for the 27th of this month. I've attended many meeting such as the NAACP convention here last week and also attended the meeting of the Leadership Conference for Civil Rights last week in New York, called by Wilkins, King, Farmer, Reuther, Young and SNCC.

I expect eventually to help develop program for our local Councils and to travel to them to help them organize better and become more effective,. Eventually I should become involved in fund raising, too.

These are tremendously active and demanding days for us as they are for you.

I hope that our paths will cross before too long. Please give my regards to Les and everybody there.

Sincerely yours,

Jack

Jack.

P.S. Was supposed to see Blount from Montgomery here about two weeks ago but he cancelled on account of business. The same thing had happened with our meeting in Pensacola which I told you I expected to have. He's too busy.

June 27, 1963

Mr. Jack Sisson
21 West Superior Street
Chicago 10, Illinois

Dear Jack:

Thanks for your note. The address changes will be made. Sometime, what about a brief description of just what you will be doing?

In the meantime, good luck on the new venture--and welcome.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

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Executive Director

LWD
VJ
PAV
MM

July 9, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St N W
Atlanta, Ga.

Dear Paul:

A quick note as I climb on a train to go to Springfield where our Gov. is slated to issue his code of fair practices tomorrow- Am taking with me the FCHR Newsletter with much of your speech, which I shall read with much interest.

Just wanted you to know that I have put my name in the pot for the Dade County Community Relations Board. Talked with Father Gibson here last week, and then called Fred, and it looked increasingly good. However, I'm sure there will be some competition, and perhaps some hesitance on the part of a few folks- like Seymour. So I'm waiting to see what develops.

Should it not come my way I shall almost be relieved in some ways- they've been awfully good to me here, and we are very happy with each other. We have problems, but they are not internal, and that means a lot. At the same time I think the Dade County picture remains one of the really unusual and challenging ones. We shall see.

Best wishes to all your colleagues. Trust you will share this with Les.

Sincerely,

Bill

Wm K Williams

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Executive Secretary

July 9, 1963

Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul Anthony:

It was very good to talk with you the other day. The material on Paul Laprad came and I read it with interest. Then I checked with our Personnel Office and with Barbara Moffett to see if there was any possibility that we might be offering him a job.

The Personnel Committee and staff here have considered the possibility carefully but do not at the moment see any opening to which he might be appointed. So I hope some of your other leads will develop and you will be able to find a place where he can be effective. I do appreciate your sharing your findings with us and we will add them to his confidential record in our files.

Best wishes to you. Do please send me a copy of what you write up re Charles Morgan.

Yours sincerely,

Eleanor Eaton

Eleanor Eaton
Assistant Secretary
Community Relations Division

EAE:ml

cc: Catherine Naysmith

July 11, 1963

Mr. William K. Williams
Illinois Commission on Human Relations
160 North LaSalle Street
Chicago 1, Illinois

Dear Bill:

Thanks for the information that you are interested in the Dade County job. If you want it, hope you get it. Certainly the problems and the potentials of the area give the job an appeal. But, I must confess some hesitation to see any good man get into that interagency jungle! At least you would know what you were in for however.

The information will be shared with Les and others here and any inquiries to us will be responded to favorably.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 24, 1963

Miss Eleanor Eaton
Assistant Secretary, Community Relations Division
American Friends Service Committee
160 North Fifteenth Street
Philadelphia 2, Pa.

Dear Eleanor Eaton:

Enclosed is the promised memo to Leslie Dunbar. After conferring with Morgan many of the specifics were removed. But, this is probably wise and I hope some sense of the work accomplished still is evident.

I understand and regret the decision re Paul Laprad.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Educational Executives'

OVERVIEW

757 THIRD AVENUE • NEW YORK 17, NEW YORK

PLAZA 2-8600

TWIX 212-867-4582

July 25, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Mr. Leslie W. Dunbar has graciously consented to be listed in the directory of desegregation consultants which our magazine is compiling for distribution to school officials (upon request only by them). He has suggested that we list your name also as a highly qualified person in this area. We hope you will give us your approval to be included in this listing.

Thank you for your cooperation.

Cordially,

Theodore O. Cron
Editor

TOC cpl

BUTTENHEIM PUBLISHING CORPORATION

AMERICAN SCHOOL and UNIVERSITY • AMERICAN CITY MAGAZINE • MUNICIPAL INDEX • CONTRACTORS and ENGINEERS • MART MAGAZINE

July 29, 1963

Mr. Theodore O. Cron
Editor
Overview
757 Third Avenue
New York 17, New York

Dear Mr. Cron:

I will be pleased to be listed in your directory of desegregation and to otherwise be of any assistance to you and Overview readers.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

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Photos by Jeanine Fetterly

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Education Director

GIDEON CHAGY
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DORIS BARDON
Field Director

ROBERT M. STEIN
Director of Special Projects

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(a partial list)

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American Jewish Committee
American Veterans Committee
Anti-Defamation League of B'nai B'rith
Arrow, Inc.
Association of American Indian Affairs
International Ladies Garment Workers Union
National Association for the Advancement of Colored People
National Ethical Youth Organization
National Farmers Union
National Federation of Settlements
National Urban League
Southern Regional Council
UAW—AFL-CIO

LOCAL COMMUNITY ORGANIZATIONS

Commission on Human Relations—City of Milwaukee, Wisconsin
Commission on Human Relations—City of Pittsburgh, Pa.
Council on Human Relations—Cleveland, O.
Florida Council on Human Relations—Miami, Fla.
4-H Clubs—Minnesota and Wisconsin
Los Angeles County Committee on Human Relations—Los Angeles, Cal.
Louisiana Council on Human Relations—New Orleans, La.
Mayor's Commission on Group Relations—Newark, N. J.
Mayor's Friendly Relations Committee—Cincinnati, O.
Montana Farmers Union
United Neighborhood Houses, New York, N. Y.
Wisconsin Youth Committee

GOVERNMENTAL ORGANIZATIONS

Commonwealth of Puerto Rico—Migration and Labor Division
Netherlands Office for Foreign Student Relations
New York State Dep't. of Welfare—Buffalo, N. Y.
Office du Tourisme Universitaire—Paris, France
U. S. Department of Interior—Bureau of Indian Affairs

EDUCATIONAL ORGANIZATIONS

Antioch College—Yellow Springs, O.
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". . . We all became each other's teachers as well as pupils.

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SEGREGATI

A growing number of young people today believe the forces at work in public affairs are beyond their control: the immmensity of the problems confronting society appear so overwhelming as to make any action on their part seem inadequate. *But* the solution of these manifold problems—and indeed survival itself—requires the utilization in public life of the energies, wisdom and knowledge of each of us.

You—the individual citizen—*can* count if you are adequately prepared for your public responsibilities. The Encampment for Citizenship can help you to identify the problems, encourage you to find your own solutions, equip you with the methods for taking effective action.

18th ANNUAL ENCAMPMENT FOR CIT

IDENTIFYING SOME OF THE PROBLEMS

Generally, the organized study program centers on the following major areas:

THE HISTORY AND MEANING OF DEMOCRACY. The roles of government, political parties, the Constitution, the Bill of Rights, the individual. The uses of power in a democratic society. Democratic methods and procedures of political action. Civil liberties. Anti-democratic ideologies; their origins and why people are drawn to them . . . the democratic answer to contemporary challenges.

HUMAN RESOURCES. Democracy as a way of seeing people. Obstacles to equality and fulfillment. Causes and effects of prejudice, discrimination, segregation. Intergroup conflict with special reference to current problems.

NATURAL RESOURCES AND THE ECONOMIC SYSTEM. How the productive and distributive systems work; strengths and weaknesses. The economic and moral issues between labor and management, farm and city. Role of government in economic life.

INTERNATIONAL AFFAIRS. Factors making for war and peace. Problems of world organization and functioning of the United Nations. Factors shaping American foreign policy. Problems of emerging nationalism and their effects.

The educational program is planned in cooperation with an able faculty drawn from the universities and professions, with wide experience in public affairs. The faculty lives in the dormitories together with the students, affording ample opportunities for additional exchange of ideas.

Basic information is afforded through lectures, films, field trips, discussions, books and pamphlets, and supplemented through the constructive use of the experience and backgrounds of campers and staff. Discussion groups, forums, role-playing and other techniques of group problem solving are used to clarify the relation of leader and groups. The conflicting interests and practical problems of community participation are studied.

ZENSHIP JUNE 30 — AUGUST 10, 1963

Workshops are focused on practical problems—with the purpose of social analysis, of problem-solving, and developing techniques of constructive action.

THE PROCESS USED

LECTURES. Because of its proximity to urban centers, the Encampment has easy access to a great variety of resource persons and institutions. Academic material becomes alive and meaningful. Staff lectures are supplemented by guest speakers who bring concrete information and viewpoints directly from the very areas of life in which the problems under discussion occur.

DISCUSSION GROUPS. The core experience in each unit of study is the discussion group. Campers meet in small groups under a faculty leader to discuss and interpret the material. Learning is related to the campers' individual backgrounds. Ideas are analyzed and information shared. Above all, the aim is to develop an understanding of conflicting viewpoints so that campers become increasingly capable of critical analysis.

FIELD TRIPS. Field trips for research are planned to assure first-hand observation of problems. Direct contact is made with people and their leaders. Campers see conditions in different social and economic areas of the community; visit housing developments, talk with families and meet with school, church and civic leaders. Trips include visits to neighborhood settlements, human relations agencies, labor union headquarters, migrant farm labor camps, steel plants.

WORKSHOPS. Campers are encouraged to select a problem of immediate interest and concern. Then, either individually or in small groups, they spend time on research, reading and reporting. Typical workshops explore such problems as: segregation and integration, farm surplus, labor and management relations, juvenile delinquency, international relations, mediation of strikes, political action, civil liberties, community relations, migrant labor, housing, sit-ins, church-state relations, and American Indian tribal problems.

FORUMS. Special case studies and findings of projects conducted by workshop groups are often reported to the entire Encampment. In many instances, these are reported in panel and socio-drama form. Campers learn techniques, solve problems and discover new methods of presenting their findings effectively.

RECREATION. Recreational activities are conducted by campers under the guidance of an expert staff. They contribute to health by involving campers in outdoor and indoor physical activities—sports, games, dancing, swimming —enriching the personal development of the individual and opening up the world of the arts. Talents of campers are utilized in programming recreational and social activities. The cultural riches of the urban centers—theatres, concerts, museums—are drawn upon.

CAMPER WELFARE. While campers are given freedom commensurate with their maturity, their physical and emotional welfare are at all times a close concern of highly qualified members of the staff.

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What Encampers Say:

". . . Because I went to the Encampment some very remarkable things happened to me . . . I won a scholarship to the Chicago University to study labor and management. . . ."

". . . For us all, the Encampment awakened new ideas, brought out problems of which we had hitherto been ignorant."

". . . It remains for me one of the most gratifying experiences of my life—a kind of living recollection of the extraordinary beauty of which human society is capable."

". . . We were not indoctrinated but enlightened."

. . . I learned to respect people whose ideas were opposed to mine. . . ."

". . . We all became each other's teachers as well as pupils.

WHAT IS THE ENCAMPMENT FOR CITIZENSHIP?

It is a non-profit, non-sectarian, non-political educational organization inaugurated in 1946 under the auspices of the American Ethical Union.

The Bureau of Applied Social Research of Columbia University has called it a "rare and successful experiment in democratic education."

WHO CAN APPLY?

Any person between the ages of 18 and 23. Participation is limited to 80 students each at the New York and California Encampments and 70 students at the Puerto Rico Encampment.

COLLEGE CREDIT

An increasing number of colleges grant academic credit for Encampment attendance or for special projects undertaken with faculty approval. Exploration should be made early by the student with his college supervisor if he is interested in obtaining such credit. A special memorandum can be sent by the Encampment for faculty consideration.

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". . . It has given me what history, government and civics courses had failed to give me—a real feeling of how a nation works: how things get done and who does them; who decides what ought to be done and why; just how our government is organized. . . . How very much more politically adequate I now feel."

". . . They offered me the most unforgettable and valuable experience of my life, and they made me proud of being what I am . . . a Puerto Rican in culture, and also a proud citizen of the United States . . . and a friend of the world."

". . . The intellectual gains have been enormous for us all, scholars or manual workers."

". . . you learn that you need not hate all people of a particular kind because some of them hate you. . . . I can honestly say that I have grown during the past six weeks to an extent that I would have believed impossible before."

3 Concurrent Sessions: June 30 - August 10, 1963

NEW YORK

. . . at the Fieldston School in Riverdale . . . on the outskirts of New York City . . . 14-acre campus . . . tennis courts . . . swimming pool, ballfields.

CALIFORNIA

. . . Co-op living accommodations at the University of California at Berkeley . . . in the San Francisco Bay area.

PUERTO RICO

. . . at La Mina in the Caribbean National Forest . . . ruggedly beautiful setting near San Juan . . . swimming pool on site . . . beautiful Luquillo Beach affords swimming and recreational facilities.

Wherever possible, attempts will be made to assist interested students in finding Post-Encampment employment.

CO-OPERATING AGENCIES

(a partial list)

NATIONAL ORGANIZATIONS

Amalgamated Clothing Workers of Am.
American Jewish Committee
American Veterans Committee
Anti-Defamation League of B'nai B'rith
Arrow, Inc.
Association of American Indian Affairs
International Ladies Garment Workers Union
National Association for the Advancement of Colored People
National Ethical Youth Organization
National Farmers Union
National Federation of Settlements
National Urban League
Southern Regional Council
UAW—AFL-CIO

LOCAL COMMUNITY ORGANIZATIONS

Commission on Human Relations—City of Milwaukee, Wisconsin
Commission on Human Relations—City of Pittsburgh, Pa.
Council on Human Relations—Cleveland, O.
Florida Council on Human Relations—Miami, Fla.
4-H Clubs—Minnesota and Wisconsin
Los Angeles County Committee on Human Relations—Los Angeles, Cal.
Louisiana Council on Human Relations—New Orleans, La.
Mayor's Commission on Group Relations—Newark, N. J.
Mayor's Friendly Relations Committee—Cincinnati, O.
Montana Farmers Union
United Neighborhood Houses, New York, N. Y.
Wisconsin Youth Committee

GOVERNMENTAL ORGANIZATIONS

Commonwealth of Puerto Rico—Migration and Labor Division
Netherlands Office for Foreign Student Relations
New York State Dep't. of Welfare—Buffalo, N. Y.
Office du Tourisme Universitaire—Paris, France
U. S. Department of Interior—Bureau of Indian Affairs

EDUCATIONAL ORGANIZATIONS

Antioch College—Yellow Springs, O.
Brooklyn College—Brooklyn, N. Y.
Carleton College—Northfield, Minn.
City College of New York
Clark University—Worcester, Mass.
Columbia College—New York, N. Y.
Dillard University—New Orleans, La.
Fenn College—Cleveland, O.
Fisk University—Nashville, Tenn.
Goddard College—Plainfield, Vt.
Hampton Institute—Hampton, Va.
Howard University—Washington, D. C.
Orange County Community College—Middletown, N. Y.
Pratt Institute—Brooklyn, N. Y.
State University of N. Y.—Delhi, N. Y.

Assoc. Member of Young Adult Council of the National Social Welfare Assembly

ENCAMPMENT FOR CITIZENSHIP

2 West 64th Street, New York 23, New York

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Application forms can be secured by writing:
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2 West 64th Street, New York 23, New York, SU 7-2714
2209 Van Ness Avenue, San Francisco 9, California, PR 6-3344

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August 13, 1963

BC PA

Please send 65 copies of the Bob Coles pamphlet to the National Civil Liberties Clearing House, label attached.

Thanks.

LWD ✓
SB ✓
VJ
mm

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
NSF
SINCE 1937

NATIONAL SHARECROPPERS FUND
112 EAST 19th STREET • NEW YORK 3, N. Y. • GRamercy 3-0284

August 14, 1963

Mr. Paul Anthony, Exec.Asst.
Southern Regional Council Inc.
5 Forsyth Street, N.W.
Atlanta 3, Ga.

Dear Paul:

I am enclosing a copy of a letter to me from Mr. Ray Fitzgerald, Deputy Administrator, State and County Operations, Agricultural Stabilization and Conservation Service. You will note that this letter refers to the SRC nine county study of Negro farmers in South Carolina. It essentially confirms what the report says.

The important thing now is to spread this information and to encourage Negro farmers to participate in the local county elections of ASC.

One very encouraging development is the appointment by the state Farmers Home Administration supervisor in South Carolina of a Negro to the FHA county committees in nine South Carolina counties. He promises more action along the same lines and we have been promised similar action in Tennessee. This will make a big difference in the reception that Negro farmers get when they apply for FHA loans.

I am still waiting to receive a copy of ~~both~~ "Federal programs to promote employment and development in rural communities" published by SRC. It seems I am not on your mailing list and your office staff is too busy to put me on! *

Plans for the conference on farmer cooperatives and job training programs at Penn Center September 22-27 are coming along very well. This will be a very significant conference, I am sure, and it is arousing great interest. The problem is to keep the Department of Agriculture officials from descending upon the conference in a body. Apparently there is a great eagerness to come to meetings where Negroes are involved.

Sincerely yours,

Fay

Fay Bennett
Executive Secretary

fb;ja
enc.

* a box-full has just arrived! Many thanks.

national board

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UNITED STATES DEPARTMENT OF AGRICULTURE
AGRICULTURAL STABILIZATION AND CONSERVATION SERVICE
OFFICE OF THE ADMINISTRATOR
WASHINGTON 25, D.C.

JUN 19 1962

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 E. 19th Street
New York 3, New York

Dear Miss Bennett:

Mr. Fred G. Ritchie, Director of the Conservation and Land Use Policy Staff, forwarded this office a copy of the Special Report issued by the Southern Regional Council entitled, "A Study of Negro Farmers in South Carolina". He has asked us to respond to your request for comments on Part III of the report, "The Agricultural Stabilization and Conservation Service".

The appraisal of the ASCS is technically correct in its outline of the agency's operations and its organization. A more lengthy report would, of course, have presented a broader over all understanding of the way ASCS discharges its delegated functions.

Reference is made to the matter of establishing allotments and the possibility that if the local committees are unfair in establishing allotments, the small negro farmer would suffer a severe handicap. It is further pointed up that provision for relief from an unfair allotment can be secured by an appeal to a Review Committee and that no negroes serve on Review Committees.

This method of appeal is established by statute and an appeal from a Review Committee finding lies in referral to the courts.

Establishment of an unfair allotment is of course damaging to a producer regardless of his color and every effort is made administratively to correct any inequities that are brought to the attention of responsible officials. It is the controversial and often complex case that must be settled through this formal procedure. Cases involving a charge of unfairness are examined administratively and where unfair actions or actions inconsistent with approved procedure and governing regulations have been taken, administrative action can be and is initiated.

The ASCS does serve the small farmer. Many programs involve payment limitations which cause participation to be most attractive to small farmers.

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In summarizing this area of the report, it should be mentioned that there is included no specific instance of unfairness. We have on occassion had specific cases directed to our attention and they have always been equitably adjusted pursuant to the controlling legislation.

The question is raised at the close of the report regarding the absence of any negroes on the rolls of the county office employees in the nine counties of South Carolina that were under study. It is also stated that eligible negro farmers do not participate in the local ASC elections. We believe that the negroes failure to secure county office employment could stem in part from this failure by the negro to participate in these elections.

All ASCS employment in county offices is controlled by the elected county committees who are authorized to select a county office manager whose tenure of office is at the pleasure of the county committee. The office manager selects other needed personnel who serve at his pleasure. All selections must in addition meet minimum qualification standards which are established by the Administrator and are subject to change by the respective ASC State committees subject to approval by the Administrator.

It has always been the desire of the Congress, as well as of the Department, to place as much responsibility for local administration as possible with the local elected county committees. It follows that when this is done these committees must be given authorities commensurate with their assigned responsibilities. This would, of course, include authority to select personnel in line with established qualification standards, in whom they have confidence since the committees are composed of farmers who can only devote a part of their time to office supervision.

We believe that this system does provide for the local control of program administration by local farmers and we sincerely hope that these committees succeed in securing the best qualified employees that are available.

Your referral of this matter is appreciated and if at any time you have a specific case which may involve an apparent program or personnel irregularity which may have been caused by any type of discrimination, we would value your directing it to us. We assure you that any such instance that may be cited would be explored to a fair conclusion.

Sincerely yours,

Deputy Administrator,
State and County Operations

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August 15, 1963

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Happy to know you have finally received copies of the report. Thought this had been taken care of some time ago. There seems to be some rare thing about mailing lists that makes them impossibly complicated, but hopefully you are on ours for all materials. Not to pass the buck, but we made no distribution of the S.C. report. Some hundreds of copies were sent to the South Carolina Council and they were to mail them to all persons at the conference. We still should have sent copies directly to you. More are available if you have need of them.

Thanks for the copy of Fitzgerald's letter. It is encouraging.

Good luck on the Penn conference.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
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NATIONAL SHARECROPPERS FUND
112 EAST 19th STREET • NEW YORK 3, N. Y. • GRamercy 3-0284

August 15, 1963

Dear Friend:

I am writing to tell you about an important conference on--

Farmer Cooperatives and Job Training Programs
at Penn Center, Frogmore, South Carolina,
September 22-27, 1963

This conference is specially planned to meet the needs of low-income rural families in the South. These sharecroppers, tenant farmers, and other small farmers and farm workers--particularly Negroes--have too long been disadvantaged in the struggle to earn a decent living for themselves and their families.

The National Sharecroppers Fund and the South Carolina Council on Human Relations are jointly sponsoring the conference, called in response to many requests from small farmers for information on how they can achieve more efficient and profitable operation by cooperative buying and selling. Information on job training programs will also be given, to help meet the growing need for off-farm employment of farm workers and rural youth. Experts from government and private agencies will participate in the conference and serve as resource leaders.

The first three days, September 22-25, will be devoted to discussion of all aspects of cooperatives for small farmers. The topics will include "What Is a Cooperative?"; "Types of Farmer Cooperatives: Marketing, Supply, and Service Cooperatives"; "How to Organize a Farmer Cooperative"; and "Factors Affecting Cooperatives' Success or Failure."

During the last two days, September 26-27, participants will learn about job training programs available under the Area Redevelopment and the Manpower Development and Training Acts. They will learn how to apply for these programs and how local groups can cooperate with private organizations, such as colleges and labor unions, to initiate training programs assisted by the government and tailor-made to local needs.

In addition to small farmers and others from rural South Carolina and neighboring states, we welcome representatives of church, civic, labor, and service organizations who work with rural people. Detailed information on speakers and program will be sent later. I want to alert you now to the dates of the conference--September 22-27--and to the important opportunity it affords for developing and training local leaders to work for economic advancement and job opportunities. Please let me know if you are interested in attending, and send me names and addresses of other interested persons.

Sincerely yours,

Fay Bennett

Fay Bennett
Executive Secretary

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Tennessee representative

The National Sharecroppers Fund has worked for over twenty-five years to bring economic and social justice to Southern sharecroppers and tenant farmers and to migratory farm workers.

Misc

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NATIONAL SHARECROPPERS FUND
112 EAST 19th STREET • NEW YORK 3, N. Y. • GRamercy 3-0284

June 28, 1963

Mr. Paul Anthony, Exec.Asst.
Southern Regional Council Inc.
5 Forsyth Street, N.W.
Atlanta 3, Ga.

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Tennessee representative

Dear Paul:

By coincidence we picked up a copy of the report on "Federal Programs to Promote Employment and Development in Rural Communities" which was an outgrowth of the Penn Center conference in February. I have been waiting to receive a copy of the report from SRC but apparently we are not on your mailing list. I would be very grateful if you would have someone in your office rectify this and see that we do receive all of your reports and mailings which we would find of great benefit.

You will be interested in the enclosed copy of my letter to Mr. Howard Bertsch, Administrator of the Farmers Home Administration. I also enclose a copy of his letter to me. There is no doubt that the SRC report and our work in this area have caused the FHA leadership to pay much closer attention to the needs of Negro farmers who have been neglected in the past. A great deal more, however, needs to be done or many of these disadvantaged low-income farmers will needlessly go down the drain.

I enclose a copy of a talk I gave on training programs for disadvantaged rural families, especially minorites, before a recent meeting of ARA coordinators from Southern states.

Sincerely yours,

Fay

Fay Bennett
Executive Secretary

fb;ja
enc.

The National Sharecroppers Fund has worked for over twenty-five years to bring economic and social justice to Southern sharecroppers and tenant farmers and to migratory farm workers.

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112 EAST 19th STREET • NEW YORK 3, N. Y. • GRamercy 3-0284

June 21, 1963

Mr. Howard Bertsch, Administrator
Farmers Home Administration
U.S. Department of Agriculture
Washington 25, D.C.

Dear Mr. Bertsch:

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FAY BENNETT
executive secretary

JAC WASSERMAN
project director

L. S. JAMES
South Carolina representative

ALLEN YANCEY, Jr.
Tennessee representative

Thank you very much for your letter of May 2nd responding to my letter of March 13th. We are very pleased to know that Mr. Ralph Turner of your office visited South Carolina and reviewed Farmers Home Administration program activities in some of the counties reported on in "A Study of Negro Farmers in South Carolina."

I am encouraged by the number of FHA loans made to Negro families. I believe that the extra attention your agency is giving to this problem is making it more meaningful to some low-income Negro farmers who might not otherwise be getting the help they need.

Our own study of the situation in some of the South Carolina counties and in other Southern states where we have had some experience shows that whether intentional or not, there still appears to be some neglect and discrimination of small farmers, particularly Negroes, so that their needs are not reflected in the statistics you have supplied of FHA loans made. A number of Negro farmers have told our representatives that when they have gone to the FHA office to apply for a loan, they were told that no funds were available at present or that they were not eligible and they were discouraged from filing an application. In other cases Negro applicants asked help of FHA personnel in filling out their applications and were told that the FHA agent was too busy. It is obvious to us that had these applications been actually filed, your figures would be different on the percentage of Negro applications favorably acted upon. Also, neither we nor your office has any way of knowing whether any of these would-be applicants might actually have qualified for a loan.

Furthermore, some Negro farmers have told our representatives that they are reluctant to go to the FHA office to file an application for a loan since past experience or the experience of other Negro farmers gives them little confidence that they will get fair treatment. This may be based partly on the fact that FHA county committees are made up only of white farmers. Would it not be good public policy in areas where there is a sizeable Negro farm population for Negro farmers to be represented on the FHA county committee? This would certainly give the Negro community greater confidence that their applications would receive fair and equal treatment and would help

The National Sharecroppers Fund has worked for over twenty-five years to bring economic and social justice to Southern sharecroppers and tenant farmers and to migratory farm workers.

to dispel any negative feelings they now have about the operation of local FHA offices and committees.

Our representatives have also been told of instances where Negro farmers have applied for farm ownership loans in order to purchase additional land and that their applications were held up for a long period during which time the land was sold to a white farmer. With the scarcity of good farm land in many of these areas, particularly if crop allotments are involved, there arises a suspicion that these applications are deliberately held up to give a white farmer an opportunity to buy the land.

In your address made before the Annual Arkansas Rural Life Conference on January 18th, you said "We consider Negro farm families as meriting special attention in the Farmers Home Administration programs." We concur in this view. Because of past discrimination and neglect it is certainly true that many Negro farmers are in a worse position today than they might have been. They do indeed often need special treatment to help them achieve a visible operation. I very much appreciate your deep concern in this area of human need and in making your agency one which truly reaches out to low-income farm families who desperately need the help of the FHA programs. I should very much appreciate your further comments on the matters I have raised in this letter.

Sincerely yours,

Fay Bennett
Executive Secretary

fb;ja

PROVIDING JOBS FOR THE HARD-CORE UNEMPLOYED AND UNDEREMPLOYED

by Fay Bennett, Executive Secretary
National Sharecroppers Fund

Newspaper headlines and reports every day tell us how urgent the theme of this workshop is. The crisis in race relations comes not only because a man wants to be treated like a man regardless of color. Basically, the crisis involves equal opportunity--to education, to a job, to a decent home, to hope in a future for one's children. That education, training, and jobs are interdependent was emphasized by Hobart Taylor, Jr., executive vice chairman of the President's Committee on Equal Employment Opportunity, in a recent speech. He said that the unskilled, the untrained, and the uneducated "will crowd the unemployment rolls tomorrow unless they obtain the training and education they need for the jobs of tomorrow." Equality of future job opportunity, he said, is dependent "on equality of opportunity in education and training."

But it is not tomorrow that we will face that problem. It is today. Across the nation, we face problems of the greatest enormity in setting up training programs under MDTA and ARA to reach the hard-core unemployed: minority groups, people with obsolete skills, people with so little basic education that they are screened out by the qualification tests of business-as-usual officials and methods. The states here represented face an even greater task because of the inferiority of education offered to rural people, particularly to Negroes, and because of the low income levels which have brought about an even higher school drop-out rate than that in the rest of the country.

Revised version of a talk given before an Area Redevelopment Administration workshop for Southern Field Coordinators, Chapel Hill, North Carolina, June 10, 1963.

Incomes are lower, education is more inadequate, and the numbers of rural unemployed and underemployed are greater in the Southern states than anywhere else in the country. Clearly a lot more has to be done, and quickly, if ARA training programs are to reach these rural people and salvage them for useful employment before they are driven off the land. Once they leave, their own problems and those of the cities where they migrate are compounded. They have little chance of finding a job. They swell the slums, and they multiply all the existing problems of housing, relief, education, delinquency, crime, and employment faster than city authorities can find solutions. It is obvious that the country will be better off, and Southern communities will be better off, if education and training programs can reach these people before they go off in a foredoomed search for urban opportunity. Such education and training, what is more, is a prime prerequisite to attracting industry to Southern areas, and to upgrading local communities and the lives of their people.

The ARA Act was the very first legislation proposed by this administration. It could be a milestone on the New Frontier. It embodies the concept that taxpayers' money, from all Americans, rightfully should be used to aid economically distressed areas. It provides the tools by which this aid can be given--not only through long-term, low-interest loans to promote industry, but through grants and loans for developing community facilities and for training programs to make such industry sustainable. Yet most of the areas where poverty and deprivation are greatest have received no help.

You, as ARA coordinators, are in a unique position. You are the ones who can take the initiative to break through old and rusty patterns of local bureaucracy which have thwarted other programs, held back progress, and perpetuated a poverty which is not too different from that which we seek to change in the underdeveloped countries of Africa, Asia, and Latin America.

What are some of the problems involved in getting this job done? How can they be solved? Specifically, how can you, as ARA coordinators, contribute to these solutions? Here are a few suggestions.

1. Training and education programs must be geared to the needs of the people who lack jobs. A most significant fact is that a large percentage of the potential labor force does not have enough basic education to be eligible for the training programs currently being set up. Present programs are usually geared to the needs of industry, thus screening out most of the undereducated and underemployed on the rural scene. Obviously, special programs must be geared to these people, with courses in reading, writing, and arithmetic, before they can be taught special skills. In Chicago a substantial number of relief clients were able to find work after receiving such elementary instruction.

2. New techniques must be developed and special efforts must be made to bring the persons who need such basic education into the training programs developed. The state employment offices are not in touch with most rural people since the latter are not eligible for the unemployment compensation dispensed. Each state employment office should have a specialist on its staff trained to reach and work with minorities and hard-core unemployed.

3. The growth of local industry in many areas is too slow to provide enough jobs for all the persons who need training; hence the present insistence that training programs be made available only for jobs for which there are established local needs, is too restrictive and unrealistic. Training should be directed toward national markets and not restricted solely to local needs. To help do this, there should be an exchange of information on occupational needs between all state employment offices, probably in the form of weekly bulletins from Washington. These could also be sent to private organizations for dissemination to people they are in touch with to aid the flow of information about job opportunities and training programs. Radio, TV, and other media should be used to let the people know.

4. Despite the examples of actual local initiative dynamically exercised in forming local groups to make use of ARA resources, too often local business and agricultural interests have preferred to maintain a "stable" labor supply, by which they mean unorganized and cheap labor, rather than encourage new industry. These very interests are the ones expected to form local ARA committees to work for economic development. But since new industry would create a demand for labor, and the resulting competition for workers would inevitably raise wages, in their view this kind of economic development is against their interests, and they sit on their hands and do nothing. Ways must be found to convince them that an area where a comparative few live well and the many live poorly does not produce enough tax revenue to provide the quality of education and health and social services needed for a viable community in today's world. And if they cannot be convinced of this, persons outside of such power structures must be made aware of the availability of your services and be aided in utilizing them. In any event, you have no mandate and no directive to confine your efforts to "established" local leaders.

ARA coordinators might take the initiative in cooperating with other agency personnel in setting up state conferences similar to this one which can help to educate the power structure to the fact that its true interests lie in advancing the whole area--not just one segment of the population at the expense of the majority. They need to know the facts to motivate them to work for progress. Such conferences also might help the personnel of the state employment services and the vocational training schools to take a fresh look at themselves, to shake off their archaic methods, and to gear themselves for the needs and problems of the technological age. They should be confronted with the needs of people as they are and encouraged to drop outmoded practices and approaches.

5. Job training must be offered for jobs that are available, not for cabinet-making and farming, for which there is little or no demand. Mechanics,

service men, office machine operators, technicians, nurses' aides, cooks, waitresses, and salesmen are urgently needed and should be trained.

6. Local, out-dated mores, based on the mythology of race, class, and tradition, and not upon reality, must not be allowed to hold up equal training opportunities for all who need them. ARA personnel can serve the whole nation as well as the local area by helping local businessmen and other leaders to do what is right, and thereby to ensure progress. A look at the one or two Southern states whose present governors are trying to turn the clock back is enough to convince most intelligent men that it doesn't pay to defy the nation's laws.

7. Negroes are often slow to think of themselves in non-traditional jobs and to train or apply for them. Their aspiration and motivation levels need raising. Qualified counselors are needed to help them. Special programs must be set up to reach out to those for whom the door has been closed, to let them know it will open if they will push it a little. According to the New York Times of June 8th, the Department of the Army has taken action in the New York area to hire more Negroes and Puerto Ricans by making available 18 special personnel officers. They have already met with leaders of minority group organizations to enlist their aid. As one of the participants pointed out, past discrimination has conditioned even whites of good will to discriminate unconsciously. Past discrimination has also led Negroes, Puerto Ricans, and other persons to refuse to compete for jobs even though they might now have an equal chance of getting them. More publicity should be given to the many instances where Negro workers have quietly and successfully moved into jobs previously closed to them. This publicity is needed not only to encourage Negroes to apply, but also because, in many cases, employers hesitate to hire able Negroes for skilled jobs because they vaguely (and wrongly) feel that "it cannot be done in the South."

8. ARA personnel should reach out to private agencies which are in touch with the grass-roots people. They should enlist their aid in reaching the "hard-to-reach," in working up realistic training programs, and in making use of private facilities for training, if state institutions are too tied to outworn political leadership to do so. One training program which is nearly ready to go into operation has come about through this kind of cooperation. It involves a number of underemployed sugar cane field workers, many Negro, in Louisiana. NSF, local labor people, and the director of the Institute of Industrial Relations at Loyola University have worked together and have produced a proposal for on-the-job training of farm machine operators and mechanics for whom steady, year-round employment is assured. I suggest that information about this program and similar programs be widely disseminated to ARA coordinators and to interested educators, labor leaders, and private agency staff.

9. Efforts should be made to reach out to private institutions whose purpose relates to education and training of rural people. Franklinton Center at Bricks, North Carolina, is one such place. NSF held a 3-day regional conference there last fall, and among those who came were grass-roots farm people, church and labor leaders, educators, and state and federal government officials. The purpose of the conference was to spread information about current government programs and to discuss how to make their benefits available to the people who need them most but who are usually overlooked in traditional planning. Franklinton Center was the scene of a number of successful National Youth Administration training programs during New Deal days. It and similar institutions are ready and willing to be used for today's ARA and MDTA programs. They have the advantage of a flexibility and dedication to service sometimes found lacking in larger institutions.

10. Special help should be extended to youth, who are swelling the ranks of the unemployed at a great rate. Many of them are lacking in skills.

Many are school drop-outs. Proper counseling and courses geared to their needs might have kept them in school. Such counseling and practical courses are needed now before they become too discouraged to try to better themselves or to compete for jobs.

11. ARA coordinators should make definite approaches to unions to ask them to expand their apprenticeship programs and open them up to all qualified youngsters without regard to race. I have been told that this is already a possibility in South Carolina. In the New York area, the International Brotherhood of Electrical Workers has opened up several thousand apprenticeships to youth of minority groups. Industry and business should be encouraged to develop retraining programs for their own employees whose jobs may be eliminated and for school drop-outs and other unemployed youth.

12. Special ARA staff should be employed to reach out to minority groups. ARA (5b) areas are eligible for aid mainly because of the extreme poverty of Negro rural families. It is not fair and will eventually prove more costly to leave them out, or to give them just a small fraction of the training and aid programs. Yet in South Carolina, for example, of 436 trainees in 15 MDTA programs conducted to date, only 73 Negroes were enrolled in 4 programs. Other Southern states show similar imbalances.

13. A vigorous effort must be made to seek and include minority representation on ARA Committees. If ARA Committees are not representative of the whole community, projects should not be approved until the Committees become representative.

14. Whenever federal, state, or local funds are spent to attract new industry, new jobs must be open to all and filled on the basis of individual merit. Setting up of white jobs and Negro jobs must not be accepted. This stipulation is important, because it is easier to prevent a racial division of labor from developing at the outset than it is to remove it after a color line has once been established.

15. Federal executive orders which forbid job discrimination by employers who accept government contracts must be enforced.

Conclusion

H. G. Wells said that history is a "race between education and catastrophe." We can't afford to sit on the sidelines as mere spectators to this race.

Unemployment is more than a waste of people. It is both a basic cause and a symptom of our country's alarming economic stagnation. Education and training of all the people who need it must be recognized as our first priority. Only through this kind of advancement will people without incomes at present become consumers in an expanding economy. As Walter Heller, chairman of the Council of Economic Advisors, has said, such investment in "human capital" has accounted for half of our economic growth in the 20th century.

Not least of the problems in educating "all the people" is the problem of educating the local political and economic leaders, with whom you work, to these simple truths. This will require the patience of a labor mediator and the resourcefulness of a diplomat. But it is not a "head in the clouds" approach. It is as solid as the "profit and loss" approach of the businessmen themselves. If they don't heed it, they may end up with more loss than profit.

The inescapable truth is that education, employment, and economic growth are tied together. You are strategically placed to pound this message home. For the sake of all of us--throughout the nation and throughout the world--I wish you success.

UNITED STATES DEPARTMENT OF AGRICULTURE

FARMERS HOME ADMINISTRATION

WASHINGTON 25, D.C.

OFFICE OF THE ADMINISTRATOR

MAY 2 1963

Miss Ray Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Miss Bennett:

After reviewing the special report, "A Study of Negro Farmers in South Carolina," and receiving your letter of March 13 in which you expressed concern as to whether Negro farmers were receiving a fair share of the services available through the Farmers Home Administration, I asked Mr. Ralph Turner of this office to visit South Carolina and review our program activities. Mr. Turner has made his report and, as such, you will be interested in some of his findings.

Mr. Turner was accompanied by our State Director for South Carolina and, after conferring with Mr. Kaye, visited in Clarendon, Sumter and Williamsburg counties. In Sumter and Williamsburg counties, we employ a Negro supervisor to assist with our program and visits. Because of limitations of time, Mr. Turner was unable to visit the other counties included in the report.

A review of applications which did not result in loans, a review of a number of loans made, and discussions with several Negro families visited indicated clearly that our loan programs are being administered without prejudice against Negroes. In fact, the records show that Negro families are by far the largest recipients of our current loan programs. Of the 326 initial operating loans approved during the current fiscal year in the three counties visited by Mr. Turner, 254 were approved for Negro families. Of the 10 farm ownership loans approved this year, 4 are to Negro families and 3 additional loans to Negro families are in process of development. There have been 40 rural housing loans approved and 7 of these were to Negro families. Five additional rural housing loans to Negro families are in process of development and are likely to be approved when additional funds are available.

A review of applications from Negroes for assistance shows that an applicant who either owned or had under lease sufficient land to qualify for the type of loan requested and who is a good worker, is in good health,

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and has a reputation for paying his debts received favorable consideration for loan assistance whenever a basis for credit could be developed. Eighty-seven percent of those applying for operating credit were approved for loans. If we take into consideration the loans in process of development, 40 percent of the farm ownership and 60 percent of the rural housing applicants will be approved. In the same counties the percent of applications from white applicants which were approved was: for operating loans - 84 percent; for farm ownership loans - 46 percent; and for rural housing loans - 72 percent.

Through our years of experience in working with low-income rural families, we are fully aware of the tremendous need for financial assistance, especially among the low-income Negro families. I assure you that this agency will continue to emphasize the absolute necessity for carrying on our operations without bias, prejudice or discrimination. We shall appreciate your continued objective observation of how successfully we achieve these ends and advice from you on specific areas in which we fall short.

Sincerely yours,

Administrator

HOWARD BERTSCH

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Misc -

City of Grand Rapids
Michigan

Office of Civil Service Board

August 16, 1963

To Whom It May Concern:

The City of Grand Rapids now has an opening for a Human Relations Assistant. A copy of the civil service examination notice is enclosed which gives details concerning this position.

This is a newly created position. The person appointed will function as the assistant to the Human Relations Director.

It would be appreciated if you would bring this information to the attention of any persons who might be interested in filing application.

Thank you very much for your cooperation in this matter.

Very sincerely yours,

Andrew R. Vanderveen

Andrew R. Vanderveen
Chief Examiner and
Personnel Director

ARV/mp

ANNOUNCING -- a Civil Service Examination

[redacted]

CIVIL SERVICE BOARD
CITY OF GRAND RAPIDS
MICHIGAN

TYPE OF EXAMINATION: ENTRANCE

DATE OF ANNOUNCEMENT: August 16, 1963

Applications will be accepted until September 23, 1963 for the following position:

TITLE	RATE OF PAY
137 HUMAN RELATIONS ASSISTANT	$5356 to $6864 per year

KIND OF WORK:

This is professional work in assisting the Human Relations Director in the administration of the human relations activities of the City. A complete position description of this job is attached.

QUALIFICATION REQUIREMENTS:

Experience in the intergroup relations field; and graduation from a four-year college or university with specialization in the social sciences.

SPECIAL ELIGIBILITY REQUIREMENTS (IF ANY):

PURPOSE OF EXAMINATION:

To establish an eligible list from which one or more appointments may be made.

EXAMINATION PARTS AND THEIR WEIGHTS

WRITTEN TEST	TRAINING AND EXPERIENCE	ORAL INTERVIEW	PERFORMANCE TEST	SENIORITY CREDITS	MEDICAL
None	60	40	None	None	Pass or Fail

Application forms available at:
Civil Service Board
Room 304 City Hall
Grand Rapids, Michigan

Applications may be filed by mail

HOW TO FILE APPLICATIONS:

Applications must be made on forms which may be secured at the Civil Service Board, City Hall.
Applications must be filed in person (unless otherwise stated in this announcement) on or before the above date.

TIME AND PLACE OF EXAMINATION:

Applicants found to be eligible will be notified when and where to appear.

HUMAN RELATIONS ASSISTANT

NATURE OF WORK

This is professional work in assisting the Human Relations Director in the administration of the human relations activities of the City.

Work involves assisting in the development and implementation of a program of (1) investigation, education and counseling in matters involving discrimination against minority groups; (2) activities leading to integration and to the attainment and preservation of the civil rights of minority groups; (3) research and analysis of problems affecting the racial and ethnic groups of the community. Work assignments are received from the Human Relations Director and the employee is responsible for determining work procedures and for carrying the assignment through to completion. Guidance and assistance in work problems is received from the Human Relations Director who may review work by means of reports submitted and results achieved.

EXAMPLES OF WORK (Any one position may not include all of the duties listed, nor do the listed examples include all tasks which may be found in positions of this class.)

Makes investigations of problems affecting minority groups and writes reports on findings.

Makes investigations concerning complaints received involving matters of discrimination against minority groups and writes reports on findings; documents cases.

Prepares and delivers speeches on matters relating to minority group interests.

Performs research and evaluates data in areas of administrative interest.

Conducts educational programs for school teachers, law enforcement officers, and other interested groups in human relations matters.

Prepares, edits, selects, assembles, and distributes human relations educational material.

Assists in the formulization of recommendations on policy matters to be made to the Human Relations Commission.

Participates in conferences and assists in the performance of mediation service in cases involving the civil rights interests of minority groups.

Assists in the implementation of human relations projects such as a neighborhood stabilization program.

Performs related work as required.

REQUIREMENTS OF WORK

Thorough knowledge of the psychological and social forces involved in the integration of minority groups into the economy and culture of a community.

Considerable knowledge of the economic forces at work in the community that affect the welfare of minority groups.

Considerable knowledge of community resources that can be utilized to further the objectives of the Human Relations Ordinance.

Considerable knowledge of civil rights legislation.

Ability to maintain objective standards in the evaluation and handling of assigned work projects.

Ability to collect and analyze social and economic data and to prepare reports.

Ability to express facts and ideas effectively, orally and in writing.

Ability to establish and maintain effective working relationships with other employees and the public.

DESIRABLE EXPERIENCE AND TRAINING

Experience in the inter-group relations field; and graduation from a four-year college or university with specialization in the social sciences.

8/63

INFORMATION FOR EMPLOYMENT APPLICANTS

The attached Civil Service Examination announcement sets forth the qualification requirements, pay range, description of work, and conditions of examination for this position.

Additional information concerning working conditions, fringe benefits, etc. is shown below:

The civil service probationary period for all new employees is six months.

A normal work week consists of 40 hours, 8 hours per day.

A Hospital-Medical-Surgical insurance policy is provided for all employees free of charge. If an employee wishes to cover his family, he may do so at his own expense.

Increases in salary are on a merit basis. The first increase is usually granted at the end of the probationary period. Each year thereafter the employees work record is reviewed, and if satisfactory, an increase is granted. This process is continued until the employee reaches the maximum salary figure.

The City has a Longevity Pay program which adds 2% to the base salary for each 5 years of service up to a maximum of 10% for 25 years or more of service. Longevity is paid on the first $6000 of salary only.

Sick leave is accumulated to an unlimited amount at the rate of 5/6 of a day for each full month worked.

Vacation is earned at the rate of 5/6 of a day for each full month worked during a calendar year.

In addition to Social Security coverage, an excellent private retirement plan covers all employees.

The following six days are recognized by the City of Grand Rapids as general holidays for all employees:

New Years Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Further clarification of any of the above information, or additional information, may be obtained at the office of the Civil Service Board in City Hall, Grand Rapids, Michigan.

Andrew R. Vanderveen
Chief Examiner and
Personnel Director

#2 gen IA list
#3 all purpose

Misc

100 West Church
Oxford, Ohio
August 18, 1963.

Dear Marge,

I was hoping to see you before leaving Atlanta, but time so often just seems to get away from one. Other than thanking you for the time and effort you put forth in helping myself and Wayne Cole in looking for help for the young lady we were worried about, I was intending to see if I could get various reports S.R.C. has on hand to take back to Oxford with me. (I'm thinking of the type like Howard Zinn's report on the Movement in Albany.)

I am intending to set-up a Friends of SNCC organization here in Oxford, basically for fund raising, and realize that I am without much factual data concerning integration in the South. Hence I'd be terribly appreciative if you could send me some appropriate material, and put me on your mailing list: Mr. Tom Tolg
100 West Church
Oxford, Ohio

I'm also wondering if S.R.C. has any restrictions about reprinting excerpts from their literature, to be put in pamphlets, handouts, etc.?

Thanks to your help and that of a few others Wayne and I did find some professional help for the aforementioned young lady. So thanks again and maybe I'll be seeing you in September of '64.

Very Sincerely,

Tom Tolg

Woman's Division of Christian Service of the
Board of Missions of The Methodist Church

CABLE: MISSIONS NEW YORK
FOURTEENTH FLOOR
475 RIVERSIDE DRIVE
NEW YORK 27, N. Y.
RIVERSIDE 9-0700

DEPARTMENT OF CHRISTIAN SOCIAL RELATIONS

THELMA STEVENS
Executive Secretary
MARGARET R. BENDER
Executive Secretary
THERESSA HOOVER
Associate Secretary

Misc

August 21, 1963

Miss Marge Manderson
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Miss Manderson:

This letter acknowledges receipt of your bill for a long distance telephoning you did for us back in July. I have forwarded the blank to the General Secretary's office and you will soon be receiving a check to cover the amount.

Again may I express the appreciation of our staff for the help you gave us in securing Margaret Leonard for participation on the panel at Lake Junaluska.

If we can in the future be of help to you, please feel free to call on us.

Sincerely yours,

Theressa Hoover

Theressa Hoover

bfk
cc: Mrs. Porter Brown

UNA

16TH

student dimensions

L STUDENT CONGRESS

● education, community, society

INDIANA UNIVERSITY
AUGUST 18-29, 1963

National Student Congress

The more than three million students in America's colleges and universities share a community of interests, not only among themselves but with millions of fellow students all over the world. But, until the U.S. National Student Association was founded sixteen years ago, the students of this country had no representative, non-partisan, non-sectarian organization through which they could exchange ideas or express their opinion on basic issues affecting them. The annual National Student Congress serves two purposes:

1. Providing facilities for the student leaders of this country to meet and to discuss mutual problems, programs and plans.

2. Establishing by democratic processes the policies and programs of the U.S. National Student Association.

Congress Site

The 16th National Student Congress will be held August 18-29, 1963, on the campus of the Indiana University, Bloomington, Indiana.

SATURDAY, AUGUST 17—Registration and Orientation from 9:00 a.m. to 9:00 p.m.

SUNDAY, AUGUST 18—Registration until noon. Opening Session at 1:00 p.m. Keynote Address.

MONDAY, AUGUST 19 - TUESDAY, AUGUST 20—Seminars.

WEDNESDAY, AUGUST 21 - SUNDAY, AUGUST 25—Legislative Committees and Subcommittees. Banquet and Entertainment, August 24.

MONDAY, AUGUST 26 - THURSDAY, AUGUST 29—Legislative Plenaries.

THURSDAY, AUGUST 29—Election of National Officers for 1963-64.

Congress Participants

VOTING DELEGATES—Each USNSA member school according to its enrollment is entitled to from one to eight delegates who must be accredited as having been duly selected to represent their student bodies by the democratically elected student government or by a vote of the entire student body. Members of the National Executive Committee are voting members of the Congress.

ALTERNATES—Each USNSA member school may send a number of alternates equal to the number of its delegates provided its full allotment of delegates has been filled.

OFFICIAL OBSERVERS—Special invitations are extended to all accredited colleges and universities which are not members of USNSA to send official observers.

ORGANIZATIONAL REPRESENTATIVES—Representatives of national educational and youth organizations are invited to attend and observe.

GUESTS—Special invitations are extended to faculty members, representatives of national student organizations abroad as well as special guest speakers at the Congress.

NON-DELEGATE REGIONAL OFFICERS—Regional officers who are not part of a USNSA member school delegation may attend the Congress with all speaking privileges of delegates and voting privileges only in the seminar and sub-committee for which they are registered.

SEMINARS Monday-Tuesday, August 19-20

NATIONAL AFFAIRS

1. AIMS OF EDUCATION: An examination of fundamental questions confronting higher education, intended to clarify issues and define problems, rather than provide solutions. The seminar will consider the obligations of the university to its students and to the society; the content and process of an "ideal" educational system and the adequacy of contemporary education in meeting current needs.

2. UNIVERSITY REFORM AND STUDENT VALUES: An examination of the effect or lack of effect which higher education has on students' values. The seminar will clearly be geared to the question of why universities do not affect students' values and the means of university reform that will provide experiences which will have a greater impact upon students' values.

3. THE UNIVERSITY AND ITS RELATION TO ITS FINANCIAL SOURCES: The seminar will discuss the growing problem of financing higher education. It will examine the relation of university autonomy to the pressures brought upon the university by the sources of its financial support. The discussion will cover federal, state, and alumni support as well as the cost to the student or his family.

4. CIVIL RIGHTS: An analysis of discrimination both in the South and the North. The seminar will examine the nature of the Southern Student Movement and the work that other Civil Rights organizations are doing in the South. The discussion will also cover the more sophisticated nature of discrimination in the North. A good deal of time will be devoted to what students are doing and what they can do.

5. EDUCATION IN THE SOUTH: Because of the history and tradition of the role of education in the South, indeed the Southern tradition itself, the problems of Southern education are somewhat different or at least more exaggerated than education in the North. The seminar will attempt to discuss the problems of finances, academic freedom, relation to the community and the social mores of the community, etc.

6. ACADEMIC FREEDOM: An attempt to construct a workable definition of the concept of academic freedom currently and historically, with special emphasis on the academic freedom of students; questioning of the limitations placed upon academic freedom by academic responsibility and professional competence, consideration of the desirability of unqualifiedly free use of campus facilities.

7. IN LOCO PARENTIS: Historical development and contemporary implications of the theory of In Loco Parentis (Latin for "in place of parents") which makes the institution of higher learning the guardian of its students; consideration of recent legal decisions relating to this theory.

8. STUDENT-FACULTY-ADMINISTRATION RELATIONS AND THE ROLE OF STUDENTS IN POLICY FORMATION: A study of the competence of students for participation in the formation of the academic policies of his institution; consideration of whether or not the student should have a voice in making the general outlines of his education; analysis of present devices for student consultation and participation in policy formation at various schools.

9. FREEDOM OF EXPRESSION: The seminar will discuss not only the need for freedom of expression and the idea of the university as an open forum, but it will also discuss the need to better utilize the opportunities for free expression which exist. To some extent the seminar will discuss the means of better facilitating the communication between all segments of the educational community and between that community and the greater community.

10. STUDENT WELFARE: This seminar will treat the problems of university welfare programs encompassing such subjects as student housing, student health programs, discount services, scholarship programs, student labor unions and cooperatives and other problems relating to the policies and administration of such programs.

11. ROLE OF STUDENT GOVERNMENT: Study of the operation of student government; examination of the need of honor systems, campus judiciaries, freshman orientation programs and means of extending student understanding of the operations of and need for student government. These studies will be based upon a study of the role of students in college policy making, the role of student leaders and the relationship of student government to the greater community.

12. JUNIOR COLLEGES: The seminar will devote itself to defining the many roles of the Junior College, discussing its peculiar problems and the role of the student in promoting change and progress in the Junior College.

13. CAMPUS POLITICAL PARTIES: Studies of the causes of the recent proliferation of campus political parties and their present and potential effects on student government and the entire academic community; considering the formation, structure, operation and aims of campus parties; their relationship to larger political parties and movements; the question of "on campus" vs. "off-campus" issues and the place of parties in the academic community.

14. THE COLD WAR AND HIGHER EDUCATION: An examination and discussion of the issues and tensions of the Cold War particularly as they relate to the aims and processes of American higher education.

15. THE DOMESTIC PEACE CORPS: An examination of the present proposal for a National Service Corps and a discussion of possible elaborations or alternatives to this proposal in the area of voluntary national service.

16. CULTURAL AFFAIRS AND THE UNIVERSITY COMMUNITY: The seminar will discuss the role and importance of cultural affairs to the educational community. It will also discuss the nature of its present impact on the student body and the role of the student government in promoting various cultural programs and in promoting an environment on the campus which develops an appreciation of the arts.

17. STUDENT AND COMMUNITY DEVELOPMENT: The seminar will assume the student has a responsibility to the total community. It will examine the problems of community development in slum areas, migrant labor camps, etc. The seminar will discuss various means of student action which are relevant to the problems of such communities, i.e., leadership training, tutorials, political activity, improving housing conditions, fighting discrimination in housing and employment.

18. HISTORY AND DEVELOPMENT OF USNSA: Examination of the national and international needs for a national union of students and the development and growth of USNSA in the post-war years; the structure of USNSA, its functions as source and library of information on student life; its role as voice of the American students; the ways in which it aids individual students and the educational community.

INTERNATIONAL AFFAIRS

19. AFRICAN STUDENT AFFAIRS: An analysis of programs and policies of the various national unions of students in Africa and discussion of USNSA's relation to them. A discussion of the role of students in current struggles for independence in Africa, and coverage of the problems and needs of African education including the work of students in such areas as community development; included in the analysis and discussion will be: Pan-Africanism and regional activities among African students; African student meetings and regional events during the past year; the development of relations between American college campuses and those of Africa through national unions of students and through individual universities; special attention will be given to such areas as Portuguese colonial Africa, South Africa and Algeria.

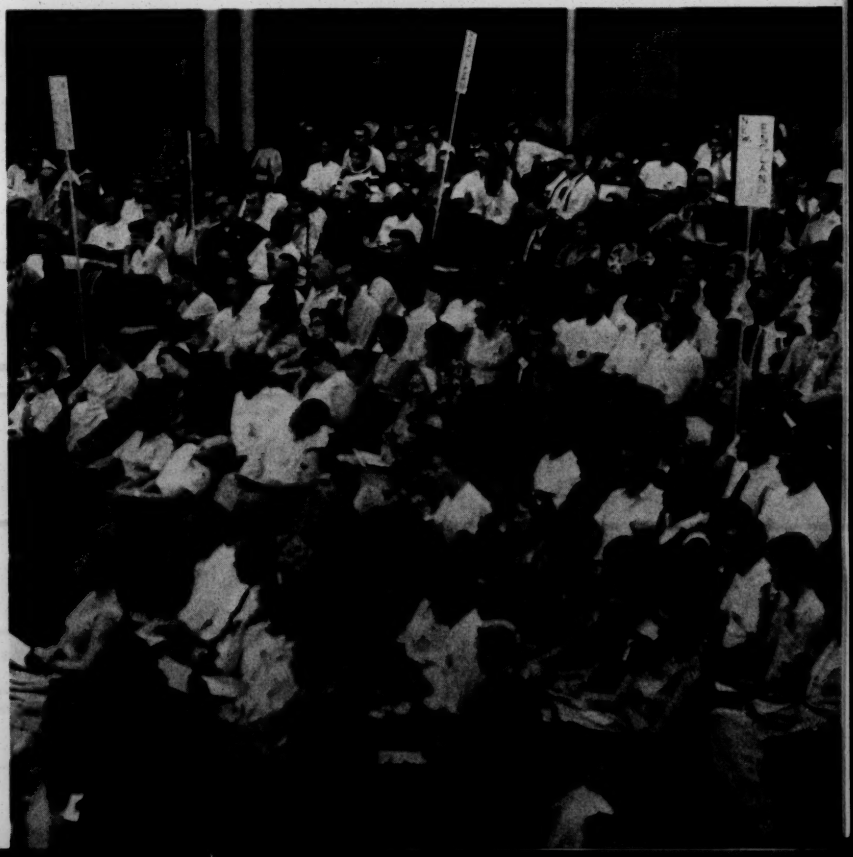
20. NEAR AND FAR EASTERN STUDENT AFFAIRS: An analysis of the programs and policies of the various national unions of students included in this area and a discussion of USNSA's relations to them; social, political and economic problems facing each national union of students and the programs being developed to meet these problems; special attention to such areas as: Iran, China, Japan and an analysis of the development of relations between the American student community and those of the East, both through national unions and students and universities.

21. LATIN AMERICAN STUDENT AFFAIRS: An analysis of programs and policies of NUS's in Latin America and a thorough discussion of USNSA's relations to these NUS's; a discussion of the social, political and economic situations in Latin America and the problems faced by each NUS; a discussion of the role of NUS in Latin American societies and the work of students in such areas as university reform, autonomy, literacy campaigns, etc.; an exploration of the development of relationships between American college campuses and those of Latin America through their NUS's and individual universities; an analysis of Latin American student meetings and regional events during the past year.

22. INTERNATIONAL STUDENT COOPERATION: An analysis of the dynamics of international student cooperation, including first-hand reports by USNSA Delegates to the International Student Conference. Seminar participants will discuss the conference and the International Union of Students. The "students as such" versus "students in society," the question of whether or not USNSA

delegates should attend Communist-influenced events, and the international thrust of African, Asian, and Latin American student organizations on such issues as foreign domination, disarmament and discrimination.

23. CAMPUS INTERNATIONAL PROGRAMMING: The seminar will study how to project to the student body the necessity for American students to consider international affairs and then how to channel interest in interntaional affairs into a coordinated campus program. The group will consider programming techniques and the relationship of a campus program to regional and national events.



LEGISLATIVE COMMITTEES

Subcommittees—

Committees—A

COMMITTEE I—STUDENT GOVERNMENT CONCERNS IN THE EDUCATIONAL PROCESS

Subcommittees

A. GOALS AND MODEL PRACTICES IN HIGHER EDUCATION: Purpose of higher education with respect to the individual and democratic society. Consideration of NSA policy relating to the goals of higher education and the methods through which students can implement the realization of these goals.

B. GOVERNMENTAL RELATIONSHIPS WITH HIGHER EDUCATION: Federal and state legislation affecting students in the areas of travel, access to information, postal regulations, state control over educational policies in institutions of higher education.

C. SOUTHERN EDUCATIONAL ISSUES: Role of the student and student government in the specific area of Southern education; consideration of programs initiated by students to better the educational process in the South with special consideration to academic freedom, and community involvement.

COMMITTEE II—STUDENT GOVERNMENT INVOLVEMENT IN SOCIETY

Subcommittees

A. EDUCATIONAL CIVIL RIGHTS: Recent developments in the progress of the South toward desegregation, school integration, voter registration, non-violent protests, responsibility of the student community for that progress.

B. COMMUNITY HUMAN RELATIONS: Legislative isolation of Northern civil rights concerns, student participation to improve existing situation; discrimination on and around the campus; urban housing discrimination.

ES AND SUBCOMMITTEES

es—August 22-23

—August 24-25

C. STUDENT GOVERNMENT AND COMMUNITY INVOLVEMENT: Ways in which students and student government can render distinct and useful service to the local and broader community; including integration of the Indians into the American community, education of migrant workers' children, etc.

D. STUDENT GOVERNMENT RELATIONSHIPS WITH LEGISLATIVE ACTIVITY: Role of the student government in relation to federal, state and local legislation affecting the educational process with special emphasis on the financing of higher education and legislative activity relating to it.

COMMITTEE III—STUDENT GOVERNMENT AND STUDENT FREEDOMS

Subcommittees

A. PRINCIPLES OF ACADEMIC FREEDOM: An examination of existing USNSA basic policy declarations dealing with academic freedom and student rights, and of new basic statements; consideration of due process, maintenance of the open forum on the campus, etc. Construction of programs to extend scope of existing campus freedoms.

B. IN LOCO PARENTIS AND STUDENT GOVERNMENT ROLE IN REGULATORY POLICY FORMATION: Consideration of student government activity in the formulation of academic and social policy formation within the university and an analysis of the **in loco parentis** theory with regard to student participation in policy formation.

C. CIVIL LIBERTIES: Examination of civil liberties problems in the broader scope of the total community as it affects the campus.

D. CURRENT ISSUES IN ACADEMIC FREEDOM: Consideration of specific cases of violations of academic freedoms of both students and faculty.

COMMITTEE IV—STUDENT GOVERNMENT PARTICIPATION IN THE UNIVERSITY COMMUNITY

Subcommittees

A. STUDENT SELF GOVERNMENT: Examination of the concept of student self government within the context of the changing nature of the American University, with emphasis on the problems of maintaining a campus value system, representing the constituency and participating in institutional policy decisions.

B. STUDENT GOVERNMENT AND EXTRINSIC CAMPUS ACTIVITY: Ways in which students and student government can render distinct and useful service to the local and broader community; a consideration of their responsibility to do so.

C. STUDENT CONDITIONS AND WELFARE: Problems of student welfare, job opportunities, minimum wages and general wage policy, cooperatives, insurance and low cost travel; problems in design and function of living quarters and student union facilities.

D. POLITICAL AND SOCIAL AWARENESS IN THE UNIVERSITY COMMUNITY: Expressions of student opinion on local, regional and national social and political problems; necessity for stimulating this awareness on the campus.

COMMITTEE V—INTERNATIONAL AFFAIRS

Subcommittees

A. RELATIONS WITH INTERNATIONAL ORGANIZATIONS: Analysis of the principles upon which USNSA must base its participation in international student organizations and conferences. Special consideration of the International Student Conference and the International Union of Students.

B. RELATIONS WITH NATIONAL UNIONS OF STUDENTS: Analysis of the conduct of relations between USNSA and sister national unions of students around the world; evaluation of existing programs and projection of new ones.

C. CAMPUS INTERNATIONAL PROGRAMMING: Analysis of responsibility of students to the international student community; development of techniques for effective programming.

The Legislative Process

The legislative process of the National Student Congress is the means through which those student leaders from USNSA member schools, accredited as having been duly selected to represent their student bodies, can express their opinion on basic issues affecting them.

Participation in the legislative process is both a privilege and a responsibility. The student viewpoint, like that of every other segment of society, is a necessary element in a democratic country.

Because the National Student Congress is the only nationwide meeting to express a non-partisan student viewpoint, the responsibility for making that viewpoint truly reflective of student opinion at member campuses is great.

While no group of students could hope to represent the opinions of every college student in the country, those students who attend the annual National Student Congress and participate in the legislative process can, to a greater degree than anyone else, represent the prevailing student opinion on the campuses from which they come.

The student leader is urged to come to the National Student Congress well prepared to play his part in the legislative process. The National Staff of USNSA will prepare working papers to aid the student leader to meet his responsibility.

The greater the number of students participating in the legislative process of the National Student Congress, the more representative the final opinions will be.

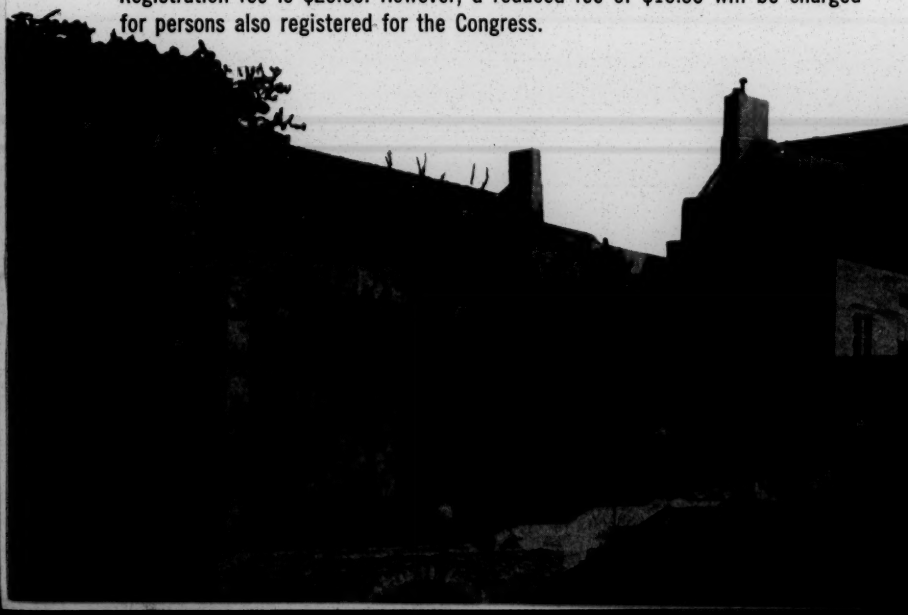
13th Student Body Presidents Conference

Wednesday, August 14 - Saturday, August 17

For the thirteenth consecutive year, student body presidents from member and non-member schools will meet to discuss problems and programs in the area of student self government. This conference will provide a series of speakers, discussions and workshops to confront the student body president with the problems and responsibilities which uniquely apply to him in his position. Conference Coordinator is Bliss Cartwright, Oberlin College. Consultant is Stephen Brockbank, USNSA Program Vice President.

REGISTRATION: 9 a.m. to noon Wednesday, August 14
OPENING SESSION: 1 p.m. Wednesday, August 14
CLOSING SESSION: after banquet, Saturday, August 17

Registration fee is $20.00. However, a reduced fee of $10.00 will be charged for persons also registered for the Congress.



Fourth NSA Coordinators Conference

Thursday, August 15 - Saturday, August 17

This conference is designed to acquaint new NSA Coordinators with programs and ideas which can be utilized on the local campus to bring about a greater awareness of and appreciation for the activities of USNSA. Speakers, discussion sessions and workshops on the varied aspects of NSA history and programs will leave the participants with a greater commitment and understanding of the unique role in the college community. Conference Coordinator is Vic Schachter, University of Connecticut. Consultant is Dennis Yeager, USNSA Program Vice President.

REGISTRATION: begins at noon Wednesday, August 14
OPENING SESSION: 1 p.m. Thursday, August 15
CLOSING SESSION: after banquet, Saturday, August 17

Registration fee is $20.00. A reduced fee of $10.00 will be charged for persons also registered for the Congress.

Eighth Workshop for Deans and Advisors

Saturday, August 24 - Wednesday, August 28

Believing that cooperation between all segments of the educational community is essential to progress in higher education, USNSA invites deans, faculty advisors and administrators to participate in an annual workshop held concurrently with the National Student Congress. This provides the educators with an opportunity to observe student leaders as they confront the basic problems of education and develop policies and programs both for their own campus and for the USNSA. In special sessions of the workshop itself, the educators consider the potential of student contributions, some of the more important projects in student-faculty-administration relations, and the basic needs of student personnel programs.

REGISTRATION: 9 a.m.-noon Saturday, August 24
OPENING SESSION: 2 p.m. Saturday, August 24
CLOSING SESSION: 3:30 p.m. Wednesday, August 28

Registration fee is $30.00 for the 5-day conference.

STUDENT GOVERNMENT EXHIBIT

An annual feature of the National Student Congress, the student government exhibit is the only national display of its kind. Entries are accepted from member school student governments. Displays should show some phase of student government or student organization activity on that campus or a particular program or project which has contributed to a more responsible student community.

Queries should be directed to: Student Government Exhibit, 3457 Chestnut Street, Philadelphia 4, Pa.

Second National Student Press Congress

of the U.S. Student Press Association

Wednesday, August 14 - Saturday, August 17

The student press has both advantages and disadvantages when compared with the professional press, but it may best be studied within the context of the press in general. Participants will discuss among themselves and with high-ranking professional journalists the problems and goals of the press, as well as the added responsibilities of a newspaper serving the academic community, and to develop new ideas, new techniques and new programs. Congress Coordinator is Mark Acuff, General Secretary, U.S. Student Press Association.

REGISTRATION: 9 a.m. to noon Wednesday, August 14
OPENING SESSION: 1 p.m. Wednesday, August 14
CLOSING SESSION: after banquet, Saturday, August 18

Registration fee is $25.00.

REGISTRATION INFORMATION

HOW TO REGISTER: To receive additional registration cards, please fill out the attached post card and mail immediately.

STEPS INVOLVED: There are six steps to the pre-registration process. If any one of these is not completed or incorrectly done, it will mean that you will have to go through a much more involved process at the Congress itself and you will not receive the necessary working papers prior to your arrival at the Congress Site.

1. Fill out **COMPLETELY** the **proper color** card for registration. Be sure that: Your seminars and committee and subcommittee are entered, and that your accommodations card is completely filled out.

INDEX TO CARD COLORS

Delegate—Orange	Organizational Representative—White
Alternate—Blue	Student Press—Pink
Observer—Dark Green	Non-delegate Regional Officer—Blue
Guests—Yellow	NEC—Orange

NSA Coordinators Conference—Grey
Student Body Presidents Conference—Light Green
Deans and Advisors—Yellow
Press Congress—Salmon

2. Fill out the **CREDENTIAL FORM** and have signed by the appropriate member of the administration and student body.

3. Fill out **FOUR** gummed labels with your June 1 - August 15 mailing address. **(IF LABELS ARE OMITTED YOU WILL NOT RECEIVE ANY FUTURE MAILINGS OR SEMINAR PAPERS.)**

4. If you plan to attend a pre-Congress Conference and the Congress itself, you must fill out two cards: (1) a Congress Card; (2) a Conference Card. You must also include **FIVE (5)** labels instead of **FOUR (4)**. If you plan to attend a pre-Congress Conference **ONLY**, fill out a Conference Card and send only **ONE (1)** label.

5. **FEES:***

Delegate	$35.00	NSACC	20.00 if attending Congress 10.00
Alternate	30.00	SBPC	20.00 if attending Congress 10.00
Observer	40.00	Deans & Adv...	30.00
NDRO	30.00	Press Congress	25.00
NEC	35.00		
Org. Rep.	20.00		
Student Press..	15.00		

TRAVEL POOL: Fees are to be included in your total check. Information on the Travel Pool has been sent to your school. For further information write to USNSA, Travel Pool, 3457 Chestnut Street, Philadelphia 4, Pa. Make out a check for the total amount of the fees payable to: **U.S. NATIONAL STUDENT ASSOCIATION** and send it along with Card(s), Credential Form, Labels, to: USNSA, 3457 Chestnut Street, Philadelphia 4, Pa.

*Included in the above fees is a $5.00 Administrative fee.

6. Check to see that your registration is complete. Have you enclosed: Card(s), Credentials Form, Registration Fee, Travel Pool Fee, Labels.

NOTE: A **late fee** of $2.00 will be charged all participants who fail to pre-register before July 1, 1963. If your pre-registration is done incompletely and we therefore have to incur additional secretarial activity, this fee will also be charged.

IMPORTANT: Room and board fees should be paid **UPON ARRIVAL AT INDIANA UNIVERSITY.** Do not mail these fees to the National Student Association. These fees are as follows.

Room, breakfast, lunch and dinner are $6.00 per day except on following days:

August 14—$4.50—Room and Dinner (first meal served is dinner)
August 17—$4.50—Room, Breakfast and Lunch (banquet in evening)
August 18—$4.50—Room and Dinner (only meal served that day)
August 24—$4.50—Room, Breakfast and Lunch (banquet in the evening)

POST-CONGRESS NEC—$3.00 per day for room. No meals will be served August 30 - September 1.

USNSA

The United States National Student Association (USNSA) is a confederation of student bodies at close to 400 American colleges and universities represented through their democratically elected student governments.

USNSA, the only completely student controlled organization devoted exclusively to serving the needs of American students, has worked since its founding to discover and to represent accurately the interests, problems and aspirations of the American Student.

SEND IMMEDIATELY

REGISTRATION CARDS FOR: (indicate quantity)
(Please type or print)

_____National Student Congress_____
- Delegates_____
- Alternates_____
- Observers_____
- Organizational Representatives_____
- Press_____
- Guests_____
- Deans and Advisors_____
- NEC and Non-Delegate Regional Officers_____

_____Student Press Congress
_____Student Body Presidents Conference
_____NSA Coordinators Conference
_____Deans and Advisors Workshop

NAME_____

COLLEGE_____ CAMPUS POSITION_____

ADDRESS_____

CITY_____ STATE_____

IMPORTANT: PLEASE CUT CARD ALONG DOTTED EDGE BEFORE MAILING.

STAMP

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET

PHILADELPHIA 4, PA.

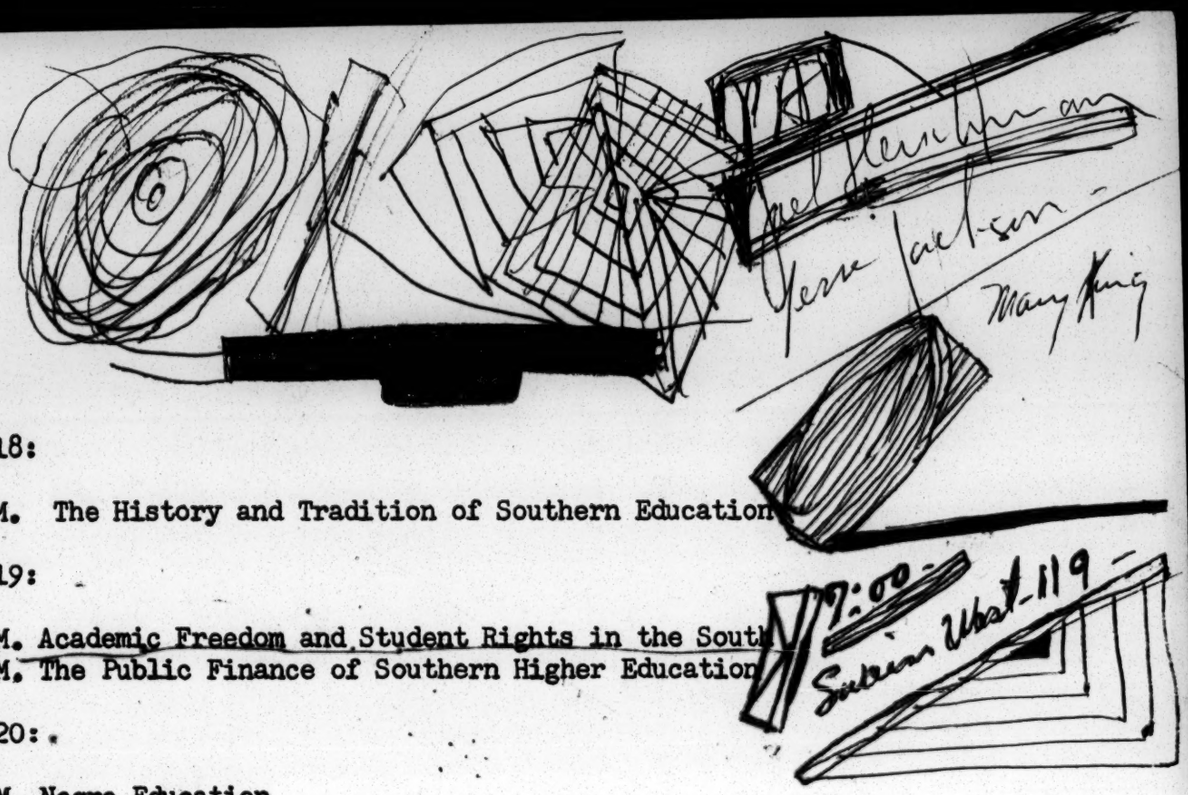
OFFICES

National and International Office: 3457 Chestnut Street, Philadelphia 4, Pa.

Southern Project Office
41 Exchange Place S.E.
Atlanta 3, Ga.

West Coast Office
2161 Shattuck Avenue
Berkeley, California

USNSA Educational Travel, Inc., 20 West 38th Street, New York 18, New York
2161 Shattuck Avenue, Berkeley, California



August 18:

7:30 P.M. The History and Tradition of Southern Education

August 19:

9:30 A.M. Academic Freedom and Student Rights in the South
7:30 P.M. The Public Finance of Southern Higher Education

August 20:

9:30 A.M. Negro Education
1:30 P.M. The Student Role in Educational Reform

SOUTHERN EDUCATION SEMINAR
DISCUSSION GUIDES

I History and Tradition of Southern Education

a) Pre-Civil War Education in the South. To what extent was public education an accepted practice in the South before the civil war? To what extent was education reserved for the aristocracy? What was the relationship of the university and the society before the war? How did the private nature of Southern education make it possible for the Southern society to control its educational institutions? Has this phenemenon been institutionalized as a tradition of Southern education in succeeding periods?

b) Education and the Era of "Progress" How did the two elements of the era of progress (education and industry) work to expand the educational opportunities of the Southerner? To what extent did the dual nature of progress cause Southern education to concentrate on teaching technical and management skills? What factors in the South's attitude toward the Civil War made it difficult for Southern education to free itself of interference by the society? To what extent were Southern universities founded in the era of "Progress" for the explicit purpose of preserving the Southern ideal?

c) The Modern Southern University. Why have Southern universities not freed themselves from their traditional reflection of the society? To what extent has this tradition affected the ability of the Southern university to submit the society to objective examination? What has been the role of the state legislature in perpetuating this tradition? The role of community organizations? The role of religious institutions? The role of college administrators?

II Academic Freedom in the South General

a) To what extent has religious fundamentalism impeded the development of academic freedom in the South? The desire to hold fast to the Southern ideal? What has been the impact of the civil rights movement on Southern academic freedom? What has been the role of the fear of Communism in Southern academic freedom controversies?

b) Academic Freedom and the Negro College To what extent does fear of the white community affect academic freedom at Negro Colleges? To what extent does the status of the Negro educator in the Negro community affect his ability to preserve academic freedom at his college? What has been the impact of the civil rights movement on academic freedom at the Negro college? What has been the role of the state legislature in academic freedom controversies at Southern Negro campuses? To what extent have the legislatures been responsible for the traditional lack of academic freedom at Negro campuses?

c) Student Rights in the South Is the tradition of In Loco Parentis stronger in the south than in the rest of the country? What is the role of the Southern student government? What are the differences in attitudes toward student political involvement, student morals, and student involvement in university decision making in the South? To what extent are Southern campus newspapers editorially free?

III The Public Finance of Southern Education What is the effect of the rurally dominated legislature on the public finance of Southern education? How have financial concerns affected the development of academic freedom in the South? To what extent do financial problems affect the quality of faculty members at Southern universities? research programs? facilities?

Does the fact that Southern states do not equal the states of the rest of the nation in their support of public education mean that the South has yet to fully accept the idea of free universal education? To what extent do financial factors affect the number of Southern students who continue their education through college?

IV Negro Education in the South

a) History and Tradition of Negro Education. To what extent did the migration of Northern educators to the South affect the decision of the South to provide education for Negroes? What has been the historical role of religious groups in providing education for the Negro? What was the impact of the Booker T. Washington thesis of "technical education for Negroes" on the history of Negro education? What was the impact of the Second Morril Land Grant act on Negro education? To what extent does technical education still dominate the Negro educational pattern?

b) Negro Education as a Sub-Cultural Phenomenom. What factors in the History of Negro Education have tended to magnify its isolation from the mainstream of academic life? To what extent does isolation account for the problems of Negro universities in academic standards? If the white Southerner had made an attempt to provide high quality education for the Negro, to what extent would the underlying problems of isolation have kept Negro education from developing parallel to whate education? To what extent has the Negro college been the focal point for the social improvement of the Negro masses? To what extent has Negro education abrogated this responsibility?

c) The Negro University as an Institution. What are the reasons that can be posited for the continuation of a Negro educational system? To what extent is the desire to continue Negro education (or a specific college) as an institution a motivating factor in the reluctance of Negro educators to alienate the white community? To what extent does the financial situation of the Negro college determine the attitude of its administrators toward social criticism? To what extent can the Negro educator be regarded as an accepted member of the Southern society or a member of the black bourgeousie?

V The Student Role in Southern Educational Reform. (See programming guide in Working Paper: Higher Education in the South)

CIVIL RIGHTS SEMINAR
AGENDA

August 18
7:30 P.M. Opening session. The Role of the Federal Government and law in civil rights. Clyde Ferguson

August 19
9:30 A.M. Northern Civil Rights Problems--Papers will be presented by:

Miss Gwen Howell on educational problems

Mr. Don Slaiman on economic problems

Mr. Robert Gore on de facto segregation

Mr. Peter Countryman on the politics of theNorthern Negro community

These papers will be followed by panel and group discussion

7:00 P.M. Southern Civil Rights Problems--Papers will be presented by:

Mr. Paul Anthony on educational problems

Mr. Don Slaiman on economic problems

Mr. Charles Morgan on Southern politics and civil rights

Mr. Robert Moses on voter registration in Mississippi

August 20
9:30 A.M. The Role of the White Liberal and the Concept of "Negritude"

Panel presentation by:

Mr. Don Slaiman on political realities and the rejection of the white liberal.

Miss Constance Curry on the impact of religion

Mr. Peter Countryman on the dilemma of the white liberal

Mr. Robert Moses on the problems of Negro identification

August 20
1:30 P.M. The Role of the College Student

Penel presentation by:

Mr. Robert Moses

Mr. Tim Manring

Mr. Peter Countryman

SSHRS participant

CIVIL RIGHTS SEMINAR DISCUSSION GUIDES

I The Role of the Federal Government and the Law in Civil Rights.

What is the role of the law in civil rights in the North? In the South? What will be the effects of the 1963 civil rights act on school desegregation? On discrimination in public facilities? On discrimination at the poles? What is the relationship of federal law to state law on civil rights issues? To what extent does the Fourteenth Amendment provide protection for the individual against the state? What has been the role of the federal government in the past? To what extent will this role be changed by the 1963 civil rights act? Why has the supreme court been the federal branch that has taken the most active role in the protection of the rights of the individual? What has been the affect of congressional politics on civil rights legislation?

II Northern Civil Rights Problems

a) General: What are the historical forces that have led to Negro migration to the North and West? What is the extent of this migration at present? What are the historical traditions that have shaped Northern and Western racial attitudes? What are the distinguishing characteristics of private Northern discrimination and the public institutionalized discrimination of the South?

b) De Facto School and Housing Segregation. What are some of the techniques used by real estate agents to perpetuate housing discrimination? techniques used by neighborhood citizen's organizations? techniques used by local school boards to promote school segregation on the basis of housing patterns? What is the role of "property values" in housing discrimination? What are some of the results of de facto segregation on the Negro community economically? educationally? politically? What has been the role of state and local anti-discrimination legislation? What are the economic factors that lead to and perpetuate housing discrimination?

c) Economic Problems. What is the role of economic factors in perpetuating the sub-culture of the Negro ghetto? What has been the economic impact of job discrimination by employment agencies? employers? labor unions? What are some of the economic problems that will be raised by increased job opportunity for Negroes? How can these problems be met through legislation and community action?

d) Educational Problems in the Northern Negro Community. What are the effects of ghetto living on education? What are the factors that lead to the high rate of high school drop outs among Northern Negroes. What are the effects of de facto segregation on the quality of education offered in ghetto schools? How do the psychological attitudes engendered in the ghetto affect pupil performance? What is the economic impact of low educational standards in Northern Negro Communities?

e) The Politics of the Northern Negro Community? What is the present political structure of the Negro ghetto? What are the affects of the present political structure on the educational and economic problems of the Northern Negro? What is the relationship between the political power structure and the economic power structure of the ghetto? At what points are the overt political structure and the overt criminal power structure tangential to one civil rights struggle? To what extent will the power structure have to be reorganized before there can be meaningful political participation by the residents of the Negro ghetto?

III Southern Civil Rights Problems

a) General: What are the historical forces that have shaped the Southern racial attitudes. What are the current forces that perpetuate these attitudes? What has the role of citizens organizations in perpetuating racial myths? What is the relation of the South's attitude toward the North to the civil rights issue? toward the federal government? toward political liberalism? toward communism?

b) Southern Education and Civil Rights. What is the role of the segregated educational system in perpetuating racial myths among whites? among Negroes? What are some of the recent developments in Southern school desegratio? What has been the effect of desegregation on the Negro child in a predominantly white school? To what extent will school desegregation affect the sub-cultural nature of the Southern Negroes existence? What are some of the possibilities opened up by school desegregation in the area of job opportunities? To what extent can these effects be planned in advance and what should such plans include? What will be the effect of school desegregation on the Negro college?

c) Southern Economics and Civil Rights. To what extent is the economic plight of the Negro a factor in his segregation from the Southern society? To what extent have economic problems affected the race issue historically? What is the attitude of the Southern labor union toward the Negro? What are the possibilities for future cooperation between labor unions and civil rights organizations? Can such cooperation eventually eliminate the attitude of the poor whites of the South toward the Negro?

d) Southern Politics and Civil Rights. What has been the traditional role of the alliance of the politician, landed aristocracy, and poor whites in the politics of racism? What has been the role of the bourgeoisie in Southern politics. What is the present role of the Republican party in the South? What will be the future role of the Republican party in resolving the civil rights issues of the South? What are the geographical factors that influence Southern politics (the politics of the coastal plain, the piedmont, and the mountain areas)? What are the past, present, and future roles of the rural and urban Negroes in Southern politics.

e) Voter Registration. What are the attitudes that lead to voter discrimination? What is the difference between the voter registration efforts in the deep South rural areas and the middle South urban areas? What are the tactical considerations posed by this difference? What is likely to be the effect of increased Negro voting on racial attitudes, will racial power blocks develop or will there be an alliance between the Southern labor vote and the Negro vote?

IV The Role of the White Liberal and the Concept of Negritude?

a) The Problems of Negro Identification. What are the factors that have led the Negro to search for a separate black identity in America? Does the Negro, in fact, have to define himself in the negative terms of his relationship to white America? If so, is the solution to the problem the development of a new sense of positive identity as Negro and what are to be some of the elements of this identity? If not, what are the other alternatives now open to the Negro? What is the role of the Black Muslims in this search for identity? The role of the Negro intellectual? The role of the civil rights struggle?

b) The Role of Religion. What has been the role of religious idealism in the civil rights movement? What has been the role of religion in the exploitation of the Negro in this country? To what extent has the Negro rejected Christianity because of its connection with white values? Will this be an element of the Negro's search for a new identity? What impact will the rejection of Christianity have on the content of the civil rights movement?

c) The Dilemma of the White Liberal. To what extent is guilt a factor in white's support of the Negro desire for a separate identity? To what extent do the tactical considerations of civil rights work influence the white liberal when he decides that the movement should be an exclusively Negro in its leadership. What is likely to be the reaction of the majority of white liberals to the Negro's search for a uniquely Negro value system?

d) The Political and Economic Realities. If the Negro does work for the development of a separate identity, what will be the reaction of the white power structure? If the white liberal is rejected by the civil rights movement from where will the movement derive the necessary political and economic support? Is it possible that the search for Negro values can be successful and at the same time retain the support of the power structure? To what extent will the success of the civil rights movement depend on the development of a Negro value system?

V The Student Role in Civil Rights Activity. (See the programming section of the Civil Rights Working Papers)

August 15, 1963

Mrs. Theressa Hoover
Women's Division of Christian Service
Board of Missions of the Methodist Church
475 Riverside Drive
New York 27, New York

Dear MRS. Hoover:

I am enclosing your expense blank showing the expense we incurred for a telephone call from this office to Margaret Leonard in New Orleans. I am sorry not to have returned the blank to you at an earlier date, but we only recently received from the telephone company the bill listing exact charges for this call.

Let us know whenever we can be of assistance in the future.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

Enc.

August 13, 1963

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Mary Alice:

You never go begging around SRC. The requested copies of the pamphlet are on their way.

It is doubtful that any of us will be in Washington on September 6 but will certainly look in if so. The subject is a serious one. Generally, the ultra-right has become a major threat I am convinced. Down here they play rough and are effective. It's time we launched as strong a counter-attack as possible.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

August 12, 1963

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

There was a very fine story in the Washington Post yesterday about the SRC's new pamphlet, "The Desegregation of Southern Schools: A Psychiatric Study" by Dr. Robert Coles.

So here I am begging again.

Do you think you could give me 65 copies for the Clearing House?

With best regards,

Hopefully,

Mary Alice

Mary Alice Baldinger
Executive Director

PS -- Also, if anyone from the SRC expects to be in Washington on September 6, would you be interested in an all-day discussion of the proposed "states' rights" amendments to the Constitution? I am enclosing an invitation to the meeting, which is being held by the AFL-CIO Industrial Union Council. Don't know whether this is up your alley or not; but if it is, I think the Council might find it profitable.

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA 4, PA. • AREA CODE 215 • BAring 2-1106 • CABLE, NATSTUD

August 5, 1963.

Mr. Paul Anthony
5 Forsyth St. N.W.
Atlanta, Georgia

Dear Mr. Anthony:

Enclosed you will find a copy of the working papers, agenda, and discussion guides for the Southern Education Seminar. Hopefully, these will give you a general idea of the type of discussion we plan to present.

As you know you will be presenting a talk on The Public Finance of Southern Higher Education at 7:30 P.M. on August 19. At present, this talk is scheduled to last for approximately 45 minutes.

I would greatly appreciate it if you would contact me as soon as you arrive at Indiana University. My room number will be listed with the congress registration desk.

If you will let us know how and when you are arriving in Bloomington, we will be able to make arrangements to meet you at the terminal. Thank you for your assistance with this project.

Sincerely,

Dennis Yeager, gp

Dennis Yeager

Address after August 10:

Dennis Yeager
c/o USNSA National Student Congress
Harper Hall - Foster Quadrangle
Indiana University
Bloomington, Indiana

Enclosures:

lab

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Assistant to the President
DOROTHEA M. KRISCH
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Southern Human Relations Project
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Woman's Division of Christian Service of the
Board of Missions of The Methodist Church

CABLE: MISSIONS NEW YORK
FOURTEENTH FLOOR
475 RIVERSIDE DRIVE
NEW YORK 27, N. Y.
RIVERSIDE 9-0700

DEPARTMENT OF CHRISTIAN SOCIAL RELATIONS

THELMA STEVENS
Executive Secretary
MARGARET R. BENDER
Executive Secretary
THERESSA HOOVER
Associate Secretary

misc

July 11, 1963

Miss Marge Manderson
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Miss Manderson:

This is a reminder to send in your expense related to getting Margaret Leonard as a panelist for us at Lake Junaluska. Just in case you have not done this, please use the enclosed expense blank returning same to my office.

We are grateful to you and through you, for the services of SNCC.

Margaret made a helpful contribution to the panel and to the thinking of the women attending. It is in groups like this, and also in smaller ones, that we must provide opportunities for the inclusion of new ideas.

Sincerely yours,

Theressa Hoover (BFK)

Theressa Hoover

bfk
(signed in her absence)
cc: Mrs. Porter Brown

4.84

n the desk of

JACK SISSON

Saturday
6-22-63

Dear Paul,

Matt Ahmann started me off with a full workload minutes after arriving here this week. Because of the Convention of Catholic Interracial Councils in Pittsburg in August and because of the general situation the amount of activity is tremendous.

done

MMY

You might change my address to 21 W. Superior, Chicago 10, if you are going to send me things that NCCIJ does not already receive.

Thanks for your interest in my interest in getting into this. Let me know how you are doing and try to get up this way.

Sincerely yours,

Jack

Dear Jack:
Thanks for your note. The address changes will be made. Sometime, what about a brief description of just what you will be doing.
In the meantime, good luck on the new venture - & welcome.
Sincerely
PVA

misc

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA 4, PA. • AREA CODE 215 • BAring 2-1106 • CABLE, NATSTUD

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St. N.W.
Atlanta, Georgia

Dear Mr. Anthony:

Enclosed you will find a copy of the Civil Rights Seminar Working Papers, the Civil Rights Discussion Guides, and the Civil Rights Seminar Agenda. Hopefully, these materials will give you general background information on the type of seminar we plan to present this year.

As you probably know your talk will last from ten to twenty minutes and will be on the subject of Southern Educational Problems and Civil Rights. According to the present agenda the talk will be at 7:00 P.M. on August 19. After each of the panel participants has presented his talk, there will be questioning form other members of the panel and from the seminar participants.

Please let me know as soon as possible what your tracel arrangements will be. It will be possible for us to meet you at the air, train, or bus terminal, if you will forward the time and date of your arrival to us. There will be a brief orientation session for all resource personnel on the afternoon of August 18. If you have further questions, please let me know.

Thank you for the kind assistance you have given us with this seminar.

Sincerely,

Dennis Yeager
by Connie

Address after August 10
Dennis Yeager
16th National Student Congress -USNSA
Harper Hall - Foster Quadrangle
Indiana University
Bloomington, Indiana

Enclosures:

lab

~~332-0211~~
~~337-1005~~
-8223
-4344
837-1223

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Chairman
National Advisory Board
DR. EUGENE FONTINELL
Professor
Queens College
Chairman
Financial Advisory Board
RUTH HAGY BROD

August 22, 1963

Mr. Jed Johnson, Jr.
Young Adult Council of the
National Social Welfare Assembly
345 East 46th Street
New York 17, New York

Dear Jed:

Will be happy to attend the fall Council meeting. Tentatively, I plan to be in Richmond on the 12th and could come to Netcong on the morning of the 13th. Assuming I fly into Newark, how does one get to Netcong? I do have to be back in Atlanta by early Sunday morning, but assume that poses no problems.

Look forward to seeing you then.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 19, 1963

Mr. Jed Johnson, Jr.
President
Young Adult Council of the
National Social Welfare Assembly
345 East 46th Street
New York 17, New York

Dear Mr. Johnson:

Paul Anthony is out of town this week, but I will call your letter of August 16th to his attention immediately upon his return and I'm sure he will get an answer off to you right away. His calendar does show a tentative engagement in Virginia on the 12th and 13th of September and another commitment during the first part of the following week; however, it's possible that the September 14th panel in Netcong, New Jersey would tie in nicely with these other commitments and I feel sure he will be very happy to participate in it if at all possible.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY U.S. Affiliate of the World Assembly of Youth MUrray Hill 7-8300

Misc

August 16, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street N. W.
Atlanta, Georgia

Dear Paul:

Our fall Council meeting will be held September 13-15 in Netcong, New Jersey, near New York. I would like to invite you to attend the Council and participate on a Civil Rights Panel which will be held on Saturday morning. I would be interested in your evaluation of a panel discussing the social revolution that is taking place. I expect to have Connie Curry, a representative of NAACP, CORE, and SNCC on this panel. My thinking is for the panelists to give an evaluation of what has taken place and what possibilities they see for the future. Any suggestions that you might make would be appreciated.

I also think it will be valuable for you to sit in on the National Affairs Commission meetings which will also take place on Saturday. The Commission will be making recommendations to the Council for the coming year's Human Relations Projects.

I think it will be especially valuable to have you here because I feel certain the Council will be recommending that not only the Southern Regional Conference be continued, but also the exploration of setting up state conferences as well as a staff in Atlanta. It would also be an ideal time for us to have a chance to talk about the request that I expect to be making to the Ford Foundation later in the fall. The Council will be glad to pay your round-trip travel expenses.

Best,

Jed

Jed Johnson, Jr.
President

JJjr:mm

150

Young Adult Council
of the
National Social Welfare Assembly
345 East 46th Street, New York 17, N. Y.

Cable Address: YACWAY U.S. Affiliate of the World Assembly of Youth MUrray Hill 7-8300

August 27, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Jed is currently out of town attending the NSA and several other Congresses and I am therefore answering your letter of August 22 on his behalf. Needless to say, I was delighted to learn that you will be able to attend the Fall Council Meeting and to participate in our panel on Civil Rights.

Registration will be taking place from 3:00-6:00 P.M. on Friday, September 13th at the Hudson Guild Farm. The first session is scheduled for that evening following dinner. I believe that Jed intends to have a meeting of all the panelists some time that night. The panel itself is scheduled for Saturday morning.

Jed, Nancy, and the other members of the staff, will be going out to the Farm some time around mid-morning on Friday. There will not be anybody out at the Farm before 2:00 P.M. and I would therefore suggest that you arrange to arrive sometime in the afternoon. As for travel instructions to the Farm, I cannot give you any precise information because bus schedules are subject to change after Labor Day. If you do fly into Newark Airport, you have two alternatives: (1) You can either take a bus to the West Side Terminal in New York and from there walk over to the Port Authority Terminal which is located at Eighth Avenue and 41st Street. From there you can get a Lakeland or a Greyhound bus directly to Netcong. Please refer to the bottom of the enclosed sheet (page 2) for further details; or, (2) You can go into Newark and take the Greyhound bus to Netcong from there. The advantage of coming into New York is that there are more buses leaving from the Port Authority Terminal than there are from Newark. The other possibility is that Jed may be driving out to the Farm on Friday. I will check on this when he returns. If he plans to use his car, I am sure that he would be able to take you out to the Farm with him when he leaves on Friday.

The kit of information about the Fall Council Meeting is all ready except for the covering letter from Jed to all the new delegates. All the information which you will be needing, however, is enclosed.

As you may have heard, I am expecting a baby in November and shall therefore be terminating my work with the Council this Friday. I do, however, expect to stop by for part of the meeting and very much look forward to seeing you again at that time.

Sincerely,

Vera

Vera Jelinek
Executive Secretary

VJ:mps
Enclosures

IUD CONFERENCE

"THE STATES' RIGHTS AMENDMENTS -- INVITATION TO DISUNITY"

September 6, 1963

Mayflower Hotel, Wash, DC

Name _____

Address _____

Organization _____

☐ I will be present.

☐ _____ will be present in my behalf.

☐ I will not be present.

_____

Signature

INDUSTRIAL UNION DEPARTMENT

815 SIXTEENTH STREET. N. W., WASHINGTON 6, D. C. • • EXECUTIVE 3-5581

WALTER P. REUTHER
PRESIDENT

JAMES B. CAREY
SECRETARY-TREASURER

August 9, 1963

Dear Friend:

We are pleased to invite you to attend a conference on "The States' Rights Amendments -- Invitation to Disunity" which we will hold on Friday, September 6, 1963, in the State Room of the Mayflower Hotel, Washington, D. C. The conference will commence at 10:00 a. m. and will continue to approximately 4:00 p. m.

As the title of the conference indicates, we are all deeply concerned about the three proposed constitutional amendments which arose in many state legislatures this year. These amendments would effectively curb the role of Congress in the process of amending the constitution; eliminate federal court judicial authority over the apportionment of state legislatures, and create a "Court of the Union" composed of chief justices of the 50 states with authority to reverse the decisions of the U. S. Supreme Court in certain important areas.

While the nation virtually slept unaware of this attack upon the constitution, 15 states approved one amendment; 12 states approved still another, and five states adopted the third. Further, in nine additional states approval was obtained in one house of the state legislature for one or more of the amendments.

Obviously it is time for us to take a close look at these proposals, understand them and arm ourselves to ward off the continued thrust of those people and organizations who seek to undermine our federal form of government and substitute a confederacy form of political society.

The need for this conference is demonstrated by the willingness of our well-known and exceedingly busy speakers to take time to participate in our meeting. We are grateful to these dedicated and public-spirited friends. Our morning meeting will be addressed by Charles S. Rhyne, chairman of the Institute of Municipal Law Offices and past president of the American Bar Association, and Archibald Cox, U. S. Solicitor General. Our noon luncheon will be addressed by Senator Paul H. Douglas of Illinois who has sought to make Congress aware of the alarming implications of these amendments.

VICE PRESIDENTS: I. W. ABEL • JOSEPH A. BEIRNE • GEORGE BURDON • JOSEPH CURRAN • KARL F. FELLER • MAX GREENBERG
A. F. HARTUNG • ALBERT J. HAYES • RALPH HELSTEIN • O. A. KNIGHT • WALTER L. MITCHELL • PAUL L. PHILLIPS
WILLIAM POLLOCK • FRANK ROSENBLUM • LOUIS STULBERG • ARNOLD ZANDER

Our afternoon session will address itself to a consideration of practical ways and means of alerting the American people to the dangers of these constitutional amendments and the mobilizing of an adequate defense against the certainty of further forays in the various state legislatures by the proponents of these amendments. The afternoon panel will be composed of Kathryn H. Stone, member of the Virginia House of Delegates, Jack Pemberton, executive director of the American Civil Liberties Union, and Andrew Biemiller, legislative director, AFL-CIO. Jack Conway, executive administrative assistant to the president, IUD, will act as the panel moderator. There will be ample opportunity for questions and general discussion.

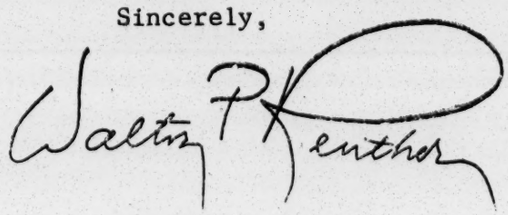
While this conference is sponsored by the Industrial Union Department, a large number of non-labor individuals have indicated a keen interest; the leadership of church, educational, civil liberties, farm and veterans organizations have evidenced a desire to participate. Incidentally, no organization or individual will be committed to any program or policy by attending the conference. It is merely our desire to have the amendments presented in their true light and to engage in a free exchange of ideas.

We welcome your attendance. So that we may make the necessary plans for the luncheon, etc., we would appreciate it much if you will return the enclosed post card. We will be pleased to have you as our luncheon guest. If you cannot be present we shall be happy to accept anyone from your organization whom you suggest.

If you have any questions concerning the conference please feel free to write to Jacob Clayman, IUD administrative director.

We look forward to seeing you on Friday, September 6, at the Mayflower Hotel.

Sincerely,



Walter P. Reuther
President

Enclosure

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA 4, PA. • BAring 2-5722 • CABLE, NATSTUD - PHILADELPHIA, PA.

September 12, 1963

Mr. Paul Anthony
Southern Regional Council
5Forsyth Street, N. W.
Atlanta, Georgia

Dear Mr. Anthony:

Now that the Sixteenth National Student Congress is a thing of the past, I would like to take this opportunity to offer my sincere appreciation for the assistance you gave us during the Congress. In retrospect, it is safe to say that the Sixteenth Congress was one of the most successful in the history of the Association. Much of this success, needless to say, rests with the excellent work done by you and the other resource people.

If there is any way that the Association or I, personally, can be of assistance to you in the future; please do not hesitate to call upon us. Thank you again for your assistance.

Sincerely yours,

Dennis Yeager, ep
DENNIS YEAGER

DY:ep

Summary of Conference
on
Farmer Cooperatives & Job Training
Held September 22-27, 1963
at Penn Center, Frogmore, S. C.
Sponsored By
National Sharecroppers Fund
and
South Carolina Council on Human Relations

(NOTE: This summary was prepared by Austin V. Edwards, Orangeburg, South Carolina, who was invited to attend the conference. The views expressed below are not his, but those he felt were expressed by the conference participants.)

The conference was officially started Sunday evening, September 22, 1963 with an opening statement of purpose by Miss Fay Bennett, Executive Secretary, National Sharecroppers Fund; and words of welcome from Mr. Courtney Siceloff, Director of Penn Center, and Mrs. Alice Spearman, Executive Director, South Carolina Council on Human Relations. There were 245 participants in attendance, coming mostly from Georgia, Virginia, Alabama, Mississippi, Louisiana, Tennessee, North Carolina and eighteen counties in South Carolina.

The keynote message of Dr. Frank P. Graham, Mediator, United Nations, and Chairman, National Board, National Sharecroppers Fund, was read by Miss Fay Bennett since Dr. Graham was absent due to illness. This message really set the stage for the deliberations that following during the course of the conference. In his message Dr. Graham pointed out several important factors for consideration, among them:

1. Man has developed the capacity for production, and the capacity for destruction, unprecedented in history.

2. A family income of $4,000.00 per year is needed in America today to keep a family living above the level of poverty.

3. By this standard 68% of all farm families in the south -- and of these, 80% of them Negro farm families live in poverty.

4. It is evident that some vocational educational programs are geared too much to the past rather than to the present and future to be of maximum help to a substantial number of farm families.

5. The prime purpose of this conference is to bring an awareness to all farm families of the opportunities to initiate and participate in local, state and federal programs for the purpose of self help for the present, and to provide a fairer future for their children.

Most of the conference time on Monday and Tuesday was devoted to developing a better understanding as to what farmer cooperatives are, and what role, if any, they may play in assisting farm families to achieve participation in and benefits from new and existing programs at all levels

of government. During these two days, seven well known experts on cooperatives, private and government officials, addressed the conference which was followed by lively discussions. Some of the major points brought out were:

1. In the same manner that government, private business, and farms are getting bigger and bigger in America, cooperatives are doing likewise. A hypothetical figure of $200,000.00 per year was mentioned as the suitable volume at which a local cooperative or a segment of a large cooperative may expect to be operated successfully. There are about 9,000 farmer cooperatives in the United States today.

2. Cooperatives may serve a useful purpose, in some cases as a vehicle in implementing farm programs on the local level. The services of Rural Area Development may be activated through some farmer cooperatives. Inquiries directed to The Cooperative League of the USA, Washington, D.C., may provide valuable information to persons interested.

3. A feasibility study must be made before a cooperative may be successfully launched, because a cooperative venture should not be created or revived unless there is a definite need to be served.

4. Many existing farmer cooperatives stand ready to serve small farmers and enable them to reap benefits in the form of dividends.

5. Some educational attainment is required to understand the functions of a cooperative and is a basic requirement to participate in the activities of a coop effectively.

The conference program on Wednesday was devoted to two major points of interest:

1. Credit for rural needs, and 2. Participation of small farmers in U.S.D.A. programs concerned with credit.

Five resource persons explained the various ways in which financial credit could be secured by farmers and rural groups. They represented the agencies of the Farm Credit Administration, The Farmers Home Administration, Small Business Administration, and local credit unions. The availability of credit to small farmers through local banks and conventional sources of credit was not mentioned, perhaps due to the absence of the president of a bank who was scheduled to participate on the program, but was unable to attend.

In the afternoon and evening on Wednesday, five individuals, all of whom were federal officials gave their views on the participation of small farmers in various agencies of the USDA. The Federal Extension Service of Washington was represented as well as FHA, S.C.S., A.S.C.S. and the Forestry Service. The theme of all of the government officials seems to present a solid front that the primary purpose of government is to meet the needs of its people. In the discussion that followed it was brought out that racial segregation was practiced in some localities, especially in Alabama and Mississippi, to the extent that a vast number of people are not being served and these people are the ones the programs were designed to assist.

For the most part all of Thursday and Friday (this report was read at noon on Friday) was devoted to the problems of employment needs and opportunities. Emphasis was placed on the facing up to job training needs, employment opportunities, and the effective functioning of state and local agencies in keeping with the national interest in unemployment and underemployment in the southeastern United States. ARA and USDL were represented by their research specialists, statisticians, and training specialists. The State Department of Education discussed education needs of adults.

SOME GENERAL COMMENTS ON THE CONFERENCE

1. The people in attendance at this conference came frommany different walks of life. They included dirt farmers, teachers, ministers, federal employees, state and county employees, The Congress of Racial Equality, Student Nonviolent Coordinating Committee, Human Relations Council, and National Sharecroppers Fund. Some of the people present were among those who: (a) make things happen, (b) watch things happen, and (c) never knew anything ever happened.

2. The geographic area about which most of the discussion was directed, the Southeast, is considered to be burdened with poverty, ignorance, racial discrimination, unemployment and underemployment.

3. The conference served to reflect that times are changing, political and power structure roadblocks are being overcome, though too slowly for many.

4. Speakers and other consultants repeatedly gave a step by step approach in securing information for rural people and reporting of injustices where they are known to exist. Identification and documentation is needed for speedy action.

5. Just taking advantage of the opportunities that will occur in the immediate future will prove to be a full time job for many people.

6. The complete absence of any representative from the State Extension Service System was noted even though invitations went out to that arm of the service also.

7. The federal government is geared to the elimination of segregated services for all people.

8. The conference admonished the youth in attendance that they were needed, they are loved and admired, they are free under our system to protest and be vocal; however, ambition and aggressiveness should be tempered with patience and responsibility. Demonstrations in the streets cannot replace education in the classrooms.

9. This conference reflected the problems, frustrations, successes, conflicts, and unrest that are being experienced in the transition of socio-economic changes in the southeastern United States, as well as the rest of the country.

(The conference adopted a "Statement and Recommendations" concerning various government programs which is reproduced separately.)

STATEMENT AND RECOMMENDATIONS
of Participants in
Conference on Farmer Cooperatives and Job Training
Frogmore, South Carolina
September 22-27, 1963

On September 22-27, 1963, a conference on Farmer Cooperatives and Job Training was held at Penn Center, Frogmore, South Carolina, under the sponsorship of the National Sharecroppers Fund and the South Carolina Council on Human Relations. During the course of the week over 200 small farmers and other rural people explored with state and federal officials, and with cooperative and other organization representatives, ways in which they could secure the benefits of agricultural cooperatives, and ways to obtain job training programs in their areas to enable them to find more gainful employment on or off the land.

As the conference progressed, it became increasingly clear that many of the governmental programs to aid rural people through agricultural cooperative development, job training, loans, and grants are not now being used effectively to improve the lot of the lowest-income farmers. Many of these programs do not even begin to consider the needs of those who now have little net cash income and, through past discrimination and neglect, lack the resources to meet the present minimal requirements for credit aid. The conference participants agreed that drastic action is needed now to keep these rural people from losing the small holdings they do have. It also became apparent that most rural people who need job training cannot be reached by the methods now being used to establish training programs and select the trainees.

The conference therefore adopted the following specific recommendations and urged that they be immediately implemented by the agencies concerned. Where new legislative authorization or appropriation is needed, it was urged that the Administration give top priority to pressing for such legislation.

A. The Department of Agriculture

1. Cooperatives

On July 9, 1963, Secretary of Agriculture Orville L. Freeman issued a policy statement (Secretary's Memorandum No. 1540), reaffirming the government's longstanding policy to accord "recognition and encouragement" to agricultural cooperatives. He said that the Department is "specifically directed to carry on research, educational and service work respecting agricultural cooperatives,..." and to "utilize the cooperative pattern in carrying out a number of its action programs,...." He instructed all agencies of the Department to give proper recognition to the basic nature of cooperative enterprise and to accept fully the responsibility to encourage the growth of cooperatives.

To this end, the conference urges that the Secretary of Agriculture promptly appoint, through the Farmers Cooperative Service, a cooperative specialist in each state to help local groups to conduct feasibility studies and to supply technical information, and to provide aid to them in organizing and operating agricultural cooperatives where they can serve a needed function.

2. Agricultural Stabilization and Conservation Service

While the conference recognizes that the Agricultural Stabilization and Conservation Service has taken some steps to correct local abuses, the ASCS has still not faced the need for positive action to overcome continuing discrimination against the small Negro farmer in many areas.

To meet this need, the Secretary of Agriculture is requested to:

a. Appoint qualified Negroes to each state ASC committee in those states where there is a significant number of Negro farmers.

b. Require that state and county ASC offices adhere to the fair employment practices required for federal agencies under Executive Order No. 10925.

c. Carry on an intensive educational campaign, in cooperation with the federal-state Extension Service, to inform all farm operators, including sharecroppers and small tenant farmers, of their rights and obligations under the ASC program.

d. Establish a revised procedure to be sure that all eligible farm operators are positively and fully informed of the time and method of nominating persons for local ASC committees and of participating in their election, and are advised of their right to challenge the validity of any ASC election or referendum in which they have been illegally denied participation.

e. Provide a procedure by which each concerned farm operator be notified at the same time of all acreage allotments in his area, and the land measurements upon which they are based. This should be done in ample time to avoid both overplanting and undue delay in utilizing excess allotments. In addition to individual notification this information should be published with full information on appeal rights and procedures.

f. Simplify and expedite acreage allotment and land measurement appeals and review and insure that Negroes are represented in such review.

g. Recommend that priority be given the small or low-income farmer in the distribution of excess acreage or crop allotments.

3. Federal-State Extension Service

The cooperative federal-state Extension Service continues to discriminate against Negroes in services, facilities, and employment.

In the spirit of Executive Order 10925, the Secretary of Agriculture is urged to refuse to provide funds to support any state extension service which

a) maintains segregated services and facilities;

b) fails to maintain services and facilities in areas of large Negro farm population proportionally equal to the services and facilities maintained in other rural areas of the state;

c) fails to employ and promote secretarial-clerical, blue collar, and professional personnel without discrimination on a non-segregated basis.

4. Farmers Home Administration

Partly because of personal misfortune but largely because of generations of discrimination against them, many older small landowners and tenant farmers, mostly Negroes, do not now qualify for FHA loans and other FHA assistance. It is more economically rational and socially humane to revise FHA policies to enable them to remain on the land even on a minimally self-sustaining or on a semi-subsidized basis than to thrust them upon the relief rolls of urban slums.

To attack this problem within the framework of FHA, the Secretary of Agriculture is requested to:

a. Liberalize the loan provisions of FHA by permitting a moratorium upon prior existing debt and by reducing the qualification standards below what is now considered necessary for a viable self-sustaining farm operation.

b. Broaden the provisions for FHA grants to provide a source of financial assistance to those too poor to qualify for FHA loans.

c. Mobilize the full force of all agencies of the Department to assist all applicants for FHA assistance to become qualified and to successfully meet their obligations when aid is granted.

5. Surplus Food Distribution

In many areas the state or community has no program whatsoever for distribution of surplus food, and in others the program is totally inadequate to satisfy the hunger of the needy. In some areas the granting

or withdrawal of surplus food is used to force Negroes to abandon assertion of their civil rights and to maintain them as a docile, exploited labor force available for plantation owners' seasonal needs.

Where any of these conditions exist, the Secretary of Agriculture is requested to authorize such distribution of surplus food by qualified private agencies.

6. U. S. Department of Agriculture Meetings

The Department of Agriculture sponsors or supports many local meetings of interest and benefit to the rural people. Often, however, they are so inadequately publicized that those who could most benefit are unaware of them until after they have taken place, if at all. All such meetings should, of course, be held in non-segregated facilities, and special efforts should be made to encourage the attendance of grass-roots people and minority groups.

The Secretary of Agriculture is requested to instruct all agencies to develop publicity programs that will assure that all eligible participants are notified of informational and official meetings.

B. Other Agencies of Government

1. Area Redevelopment Administration

It is urged that the pending authorization bill to increase the available funds for this program be enacted and that the Secretary of Commerce give increased attention to utilizing these funds, in cooperation with the Rural Areas Development program, to stimulate economic and community development in the most depressed of the rural counties that are eligible for this aid. It is urged that positive steps be taken to assure Negro participation in the planning and execution of any project where a significant percentage of the area's population is Negro. Steps should also be taken to ensure that employment will be open to Negroes on all levels in the new industries and developments.

2. Manpower Development & Training Administration

Few rural people have benefited from the job training programs so far developed under MDTA. Most of these programs use the state employment offices to determine the need and to recruit the trainees. Rural people generally are not covered by unemployment compensation and therefore have little contact with state employment offices. Inadequate rural schooling has left many young people, particularly Negroes, unqualified to enter the training programs that have been launched. State employment personnel are often unimaginative in setting up training programs where needs are readily apparent.

The Secretary of Labor is requested to:

a. Authorize OMAT to anticipate the employment needs in communities in rural areas so that persons may be trained in advance to fill those needs.

b. Instruct OMAT to explore ways in which rural persons who are not now being reached by the state employment offices may be recruited for the training programs.

c. Give priority to training programs that will enable rural people to gain employment on the land or in communities near where they live.

It is also urged that OMAT be authorized to continue to develop its training programs with or without state financial participation and that greatly increased appropriations be authorized to expand the training programs.

3. Department of Health, Education & Welfare

One of the greatest needs of rural America is increased welfare and medical services, health clinics, and improved sanitation facilities both for individual families and for communities. Whole counties are without even the most rudimentary clinical care for the rural Negro poor. We urge the Secretary of Health, Education, and Welfare to give this problem top priority and suggest that a beginning can be made towards solving it by setting up training programs for visiting nurses and re-development programs for construction of rural clinics.

CITY OF PHILADELPHIA

FOSTER B. ROSER
DIRECTOR
ALLEN A. HYMAN
DEPUTY DIRECTOR

PERSONNEL DEPARTMENT
875 CITY HALL, PHILADELPHIA 7, PA.

October 10, 1963

Mr. Paul Anthony
Field Representative
Southern Regional Council
5 Forsyth Street, N. E.
Atlanta 3, Georgia

Dear Mr. Anthony:

Enclosed is a description of the job opportunities which have recently been opened with the City of Philadelphia's Commission on Human Relations. The City Council has approved additional funds for the purpose of expanding the Human Relations program. We are most eager to fill these newly created positions.

Please include the enclosed information in your next Newsletter. If there is a charge for this service, contact me before placing the advertisement.

Mrs. Montez G. Albright has suggested that you might probably supply me with names of possible candidates. I would appreciate your cooperation and any assistance you might be able to give.

Yours truly,

Stephen S. Henry

Stephen S. Henry
Recruitment Representative

SSH/mpb

Enclosure

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

MRS. FRANKLIN D. ROOSEVELT
Honorary Chairman, Sponsors

MRS. ALICE K. POLLITZER
Honorary Chairman, Board of Directors

GIDEON CHAGY
Chairman, Board of Directors

SAAL D. LESSER
Executive Director

ALGERNON D. BLACK
Education Director

ROBERT M. STEIN
Director, Special Projects

MRS. DORIS BARDON
Field Director

October 10, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street N W
Atlanta, Georgia

Dear Mr. Anthony:

As the Encampment for Citizenship embarks on its 19th year, we are desirous of attracting the best possible faculty and would very much like to know if you would be interested in being considered for a staff position with us for this coming summer. We would like the opportunity of meeting with you at a time and place that would be convenient. If you are interested and if you also have recommendations of others who could qualify, please let us know.

Our projected dates are June 27 to August 8 and the three locations this year will be New York, Puerto Rico and Washington, D. C. We are also planning an Encampment type project to take place at the University of California at Berkeley for juniors and seniors in high school. The latter project will start July 5 and will end either on July 31 or August 8.

An indication of your interest in working with us this year will help greatly as we plan our program and staff possibilities.

With all best wishes,

Sincerely yours,

Saal Lesser

Saal D. Lesser
Executive Director

Algernon D. Black

Algernon D. Black
Education Director

P. S. Faculty for the Encampment in Puerto Rico must have a working knowledge of Spanish.

Oct. 11, 1963

Dear Sir:

Would it be at all possible for you to share with me your wonderful talk "The Rights of Man - and the History of the South"?

I was one of the counsellors in the Nat'l. Youth Forum group (United Church of Christ) that met at Clark College during August. I am now planning some workshops in this area, and I feel that your outstanding and enlightening talk is a "must".

Looking forward to your reply, and thanking you for your valuable time, I am

Yours truly,

Mrs. R. J. Louise Baldauf
3295 Clem. - Mass. Rd.
Barberton, Ohio

October 15, 1963

Mr. Saal D. Lesser
Executive Director
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Saal:

Thanks for your letter inviting me to apply for a position with the Encampment next summer. Earlier when Doris and I discussed this I was very interested. While I remain interested, it now develops that it would be out of the question for me to be away from my regular work as long as would be required.

While I don't know of her interest or plans, Constance Curry, director of the Southern Project, U.S. National Student Association (41 Exchange Place, S.E., Atlanta 3, Georgia), would make an excellent person for you. She is presently on a brief trip to Russia for the AFSC and should return in early November.

I look forward to continuing to be of any possible help to you and the Encampment.

Sincerely,

Paul Anthony
Director of Field Activities

October 16, 1963

Mr. Stephen S. Henry
Recruitment Representative
City of Philadelphia
Personnel Department
875 City Hall
Philadelphia 7, Pa.

Dear Mr. Henry:

We will be happy to inform interested persons of the availability of the position of Human Relations Rbpresentative with the City of Philadelphia.

Two persons of whom I have a high regard who have expressed an interest in new employment are the Rev. Norman Jimerson, Executive Director, Alabama Council On Human Relations, 1224 City Federal Building, Birmingham 3, Alabama, and The Rev. Stratton Paxton, Alton Baptist Church, Alton Station, Kentucky. A copy of the announcement is being sent to each of them and you may hear from them.

Should other persons occur to us before the closing date we will be happy to let you know of them.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

October 16, 1963

Mrs. Louise Baldouf
3295 Cleveland-Massachusetts Rd.
Barberton, Ohio

Dear Mrs. Baldouf:

It is very kind of you to ask for a copy of my speech given at the National Youth Forum conference. Unfortunately, I have nothing but a bare outline which would be of no help to you.

Under separate cover we are sending a copy of a speech given at about the same time and several SRC publications which may help you in your workshops. Also, a publications list is being sent. If any of the materials listed may be helpful, please let us know.

With good wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

October 16, 1963

Mr. Emory Via
5710 Anchorage Avenue
Madison, Wisconsin

Dear Emory:

Finally some word on Plaquemine Parish. The Voter Education Project did support the Plaquemine Parish voter registration project this summer as part of the CORE program generally. That project and the support ended, as scheduled, at the end of the summer. No direct support is now being given. Essentially there now exists a general direct action program there, though the right to register remains a central part of the controversy.

Research has mounds of material for you which you should receive shortly. Hope it arrives in time and will be of some help.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

October 17, 1963

Mr. Robert Penn Warren
2495 Redding Road
Fairfield, Conn.

Dear Mr. Warren:

Mr. Dabbs has asked me to send you the names of some Negro leaders other than the obvious ones. Attached is a short list of such persons, with brief comments. This group is spread throughout the South, and each of the persons suggested is, in my opinion, a leader of more than local importance. Should you find geographical areas or subjects omitted in which you have a special interest, we will be happy to send additional suggestions. With one exception, youth leaders are not included since the obvious persons such as John Lewis and James Forman of SNCC are also the most likely candidates.

If we can be of further assistance, please call on us.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.
Dictated but not read by Mr. Anthony

BLIND COPY: Mr. James M. Dabbs

John H. Wheeler, President, Mechanics & Farmers Bank, Durham, North Carolina. Chairman of the Executive Committee of the Southern Regional Council; member National Board of NAACP; on President's Committee on Equal Employment Opportunity; a major political figure in North Carolina. A successful banker and attorney who enjoys the trust of the "militant movement" and is frequently a part of it.

Thomas W. Young, Editor and Publisher, Norfolk Journal and Guide, 719 E. Olney Road, Norfolk, Virginia. Publisher of one of the most influential, and probably the best, Negro newspapers in the country.

Fred D. Alexander, 2140 Senior Drive, Charlotte 8, N.C. Successful businessman, highly influential in all matters pertaining to Charlotte, and many on the state level.

I. H. Burney, Secretary, Afro-American Life Insurance Company, P. O. Box 660, Jacksonville, Florida. Successful businessman involved in most racial matters in Florida and several (including SRC and NAACP) in region.

Dr. James A. Colston, President Knoxville College, Knoxville, Tennessee.

Mrs. Charles White, 2209 Southmore Blvd., Houston 4, Texas. Member of Houston School board. This is an ultra-conservative board and Mrs. White enjoys the distinction of being the only Negro and the only liberal on it. The weekly board meetings are televised. This gives Mrs. White and her position a unique exposure.

Dean C. G. Gomillion, Tuskegee Institute, Tuskegee, Alabama. Dr. Gomillion is founder and leader of the Tuskegee Improvement Association, a major figure in all of the interesting involvements in Tuskegee during the past several years. Dr. Gomillion is well known by all of the "obvious leaders" and one of the persons most respected by them.

Dr. Lucius Pitts, President, Miles College, Birmingham 8, Alabama. Dr. Pitts, in two years in Birmingham, has become one of the important figures in that city and one of the most articulate spokesman for the Negro position. He has been quite ill recently and may or may not be available.

The Rev. Theodore Gibson, Christ Episcopal Church, 3841 Hibiscus Street, Miami 33, Florida. Father Gibson is president of the Miami Branch, NAACP, and one of the most influential Negro leaders in the state.

Mrs. Martin Harvey, 415 North Farish Street, Jackson 2, Mississippi. National officer of Methodist Churchwomen, founder of Womanpower Unlimited in Jackson, a member of SRC. Mrs. Harvey is young, attractive, affluent, and of considerable influence.

Dr. Benjamin E. Mays, President, Morehouse College, Atlanta, Georgia. A leading national and international churchman. President of probably the most respected Negro men's college in the country, which has produced an impressive number of outstanding graduates, including Martin Luther King, Jr. Important, respected, beloved.

Dr. William H. Townsend, 507 W. 31st Street, Richmond, Virginia. One of the most important and active Negro leaders in his city and state.

Ozell Sutton, Associate Director, Arkansas Council on Human Relations, 1220 West Capitol, Little Rock, Arkansas. Young man of talent with tremendous following among Negroes in Arkansas. Considerable respect by many whites.

The Rev. Oliver Holmes, Associate Director, Georgia Council on Human Relations, 41 Exchange Place, S.E., Room 502, Atlanta 3, Georgia. Member of distinguished and influential Georgia family. Remarkable ability to work "behind the scenes" to gain the confidence of white and Negro leadership. Excellent negotiator in crisis situations.

Dr. Stephen J. Wright, President, Fisk University, Nashville, Tenn. One of the very articulate spokesmen of the college president group, major figure in United Negro College Fund.

Aaron Henry, 213 Fourth Street, Clarksdale, Mississippi. President, Mississippi NAACP.

Bob Moses, c/o Student Nonviolent Coordinating Committee, 6 Raymond St. N.W., Atlanta 14, Georgia. Articulate, intelligent, and courageous young man completely dedicated to the SNCC program in Mississippi. Moses and Henry comprise the important Negro leadership of Mississippi.

Dr. John Cashin, Jr., 1815 Lydia Drive, N.W., Huntsville, Alabama. Very successful young dentist, major leader of all affairs of this north Alabama city, becoming major state-wide influence, especially in area of politics.

M E M O R A N D U M

October 17, 1963

TO: John Feild

FROM: Paul Anthony

RE: Proposed role of SRC in programs with officially sponsored bi-racial committees in the South

Finally Les Dunbar and I have been in the office at the same time. The following is our thinking on matters under discussion.

1. As the end product of SRC's involvement, we envision a confidential report describing and assessing the bi-racial committees of a number of Southern communities. This memo would be used:

a) by the advisory group as a basis for selecting the three cities to be invited to the conference sponsored by the Human Relations Institute;
b) as a background document and basis of discussion by the participants in the conference;
c) possibly, as the basis for a publication by SRC describing the functions, nature, and effect of some selected bi-racial committees in the South.

2. The procedure for producing this confidential memo would be as follows:

a) either someone from SRC would come to Washington for several days or a week to study the questionnaires now being collected by the U.S. Conference of Mayors, or the Conference would copy the returns from southern cities and send the information to us. We would prefer the latter arrangement if feasible.

b) from the material on hand at SRC and that being collected by the Conference of Mayors, SRC would select seven to ten cities to study in depth; we would welcome advice from you or Gunther in the selection;
c) the study would include visits to each of the cities selected, to get all of the factual information available and to do an analysis of the opinions held by all portions of the community regarding the programs and effectiveness of the bi-racial committee;
d) all of the work--field trips, office research, analysis--would be directed by SRC and several staff persons would share in it. A staff member may be specially assigned to do much of the work, including the writing, or a consultant commissioned. This decision will have to be made later. In either case, Les, Vernon Jordan, and I will be closely associated with all phases of the job.

3. As we have discussed before, we believe the material now being collected by the U.S. Conference of Mayors should be wokked on for publishable data. It would be very helpful to have a listing of southern cities with bi-racial committees, how established, what objectives, numbers involved, budgets, etc. We would be happy to share the information we have with the U.S. Conference of Mayors and would prefer they do the actual ~~public~~ publication. If for any reason it develops the Conference would prefer not to do the publication, we would hope to be able to do it, drawing on the information being collected by the Conference.

4. SRC should be able to do all of the above for $5,000. A major portion of these funds would be expended on travel to the selected cities ($2,000-$2,400), salary or reimbursement of staff time ($800-$1,200), and one or more modest publications. A more detailed budget can be drawn if agreement is reached on the above procedures and end results.

Finally, while much of the above is primarily designed to be helpful in the organization and operation of the conference sponsored by the Human Relations Institute, we feel the collection and publication of data about these southern committees is a highly desirable end result in itself.

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
NSF
SINCE 1937

NATIONAL SHARECROPPERS FUND

112 EAST 19th STREET • NEW YORK 3, N. Y. • GRamercy 3-0284

October 21, 1963

Mr. Paul Anthony, Executive Assistant
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

national board

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NORMAN THOMAS
ROWLAND WATTS
CHARLES S. ZIMMERMAN

FAY BENNETT
executive secretary

JAC WASSERMAN
project director

L. S. JAMES
South Carolina representative

ART EMERY
Tennessee representative

I wish you could have been at the recent Conference on Farmer Cooperatives and Job Training which we co-sponsored at Penn with the South Carolina Council on Human Relations. I think we are all agreed that it was a great success. I'm sure you saw the conference program which was sent to you earlier along with an invitation. Now I am sending you a copy of the conference summary and a Statement and Recommendations which came out of the conference. The latter has been sent to all of the various government departments affected.

You will be interested to know that we took on Ocie Lee Smith as our field representative for Louisiana and Arkansas. He is presently in Baton Rouge and can be reached in care of E. C. Wright, 1570 Curtis Street.

When Jac Wasserman of our staff recently attended a meeting of the Alabama and Georgia Human Relations Councils at Tuskegee, he picked up a copy of your September newsletter. This is something we find useful and we wish that we could somehow earn our way to your mailing list so that we would receive your publications as they come out. Because somehow we are not on your list, it took us a long time to get a copy of the report of the February Penn conference on "Federal Programs to Promote Employment and Development in Rural Communities". Our organization is listed as a resource at the end of this report, and you will remember that we assisted in setting up the program for the conference. When we finally came across a copy of the report in a friend's office, and wrote for one, we were sent twenty-five copies! But we still haven't managed to get on your mailing list.

Newsletter ?

Another publication which you have just issued and which we would like to have is "The Economic Status of Negroes: In the Nation and In the South". May we have a copy? If possible for you to send us more, we'd like ten copies.

Sincerely,

Fay

Fay Bennett
Executive Secretary

FB:bb
Enc.

October 22, 1963

Miss Jean Fairfax
National Representative for Southern Programs
American Friends Service Committee
160 North Fifteenth Street
Philadelphia 2, Pa.

Dear Jean:

Louis Mitchell reports that Paul Cosby is an excellent man of the highest caliber. But, he has just accepted a church in Ocala, Florida and presumably would not be available.

Mitchell suggests another Episcopal clergyman: Herbert K. Lodder, St. Andrews Episcopal Church, 400 Lorcom Lane, Arlington 7, Virginia. No indication of whether he would be interested, but Mitchell recommends his so highly that I shall check him out for a state Council position. Since you get to Washington often, you might be able to check this one out.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

United States Youth Council

345 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

MUrray Hill 7-8300

October 22, 1963

Mr. Ralph McGill
Editor
THE ATLANTA CONSTITUTION
Atlanta, Georgia

Dear Mr. McGill:

The United States Youth Council, a coordinating body for 32 national student and youth organizations, is planning to hold a National Youth Leadership Conference on Human Rights in Washington, D.C., December 6-8, 1963.

This conference will be held in conjunction with the 15th anniversary of the Universal Declaration of Human Rights. The conference will focus on the civil rights struggle in the United States. We will have student and youth leaders from every section of the country representing national student, young adult, rural youth, young worker, civil rights and young political organizations. Representatives of student governments and student newspapers representing universities and colleges throughout the nation will also be participating. We expect about 500 participants.

On behalf of the Council, it is my pleasure to invite you to serve as one of the keynote speakers at the conference. We would like you to address the conference on either Friday evening, December 6th, or on Saturday, December 7th.

Token integration has taken place now in much of the South and a great deal of progress has been made, but much still needs to be done. From your vast wealth of experience and knowledge we would like you to analyze and evaluate future developments in the South and how these developments will affect our nation and the world.

We will be able to reimburse you for your round-trip transportation expenses. Unfortunately, because we are a youth organization and our funds are so limited, we are unable to offer you an honorarium.

Enclosed is a fact sheet about the Council for your information. We will appreciate your consideration of our invitation and look forward to hearing from you.

Sincerely,

Jed Johnson, Jr.
President

JJjr:mps
Enc.
cc: Mr. Paul Anthony

October 23, 1963

Mr. Jed Johnson, Jr.
President
United StatewsYouth Council
345 East 46th Street
New York, N. Y. 10017

Dear Jed:

Enclosed is a list of those Southern schools which seem to me to be the most likely to respond favorably to an invitation.

I assume there is yet some time before invitations are sent out. It would be desirable if Connie and I could go over the list together and send you detailed suggestions in some instances of persons to be written other than the president. Rumor has it that Connie will be back in Atlanta in several days. No answer all week from her office.

I will rely heavily on the Councils on Human Relations--especially in Virginia and South Carolina. Unfortunately, the SoutheCarolina Council is having a conference of students from 20 South Carolina campuses on December 6-8! That rules out my best hope.

A letter goes to McGill today. If we don't move fast enough for you, yell.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Agnes Scott, Decatur, Georgia

University of Alabama, University, Alabama

Allen University, Columbia, S.C.

University of Arkansas, Fayetteville, Ark.

Morehouse College, Atlanta, Ga.

Spelman College, Atlanta, Ga.

Miles College, Birmingham, Alabama

Clark College, Atlanta, Georgia

Clemson, Clemson, S.C.

Columbia Theological Seminary, Decatur, Ga.

Davidson, Davidson, N.C.

Dillard University, New Orleans, La.

Duke, Durham, N.C.

Emory and Henry, Emory, Va.

Emory University, Atlanta, Ga.

Fisk University, Nashville, Tenn.

Florida A & M, Tallahassee, Fla.

Florida State University, Tallahassee, Fla.

Georgia Institute of Technology, Atlanta, Ga.

University of Georgia, Athens, Ga.

Guilford College, Guilford College, N.C.

Hollins, Hollins College, Va.

Jacksonville University, Jacksonville, Fla.

Johnson C. Smith University, Charlotte, N.C.

Knoxville College, Knoxville, Tenn.

LeMoyne, Memphis, Tenn.

Lynchburg, Lynchburg, Va.

University of Miami, Coral Gables, Florida

University of North Carolina, Chapel Hill, N.C.

Womens College, Greensboro, N.C.

Philander Smith, Little Rock, Ark.

Randolph-Macon Woman's College, Lynchburg, Va.

University of Richmond, Richmond, Va.

Roanoke College, Salem, Va.

Rollins, Winter Park, Fla.

Spring Hill, Mobile, Ala.

Stetson University, DeLand, Fla.

Sweet Briar, Sweet Briar, Va.

Talladega, Talladega, Ala.

Tougaloo Southern Christian, Tougaloo, Mississippi

Tuskegee Institute, Tuskegee, Alabama

Virginia State, Petersburg, Virginia

Virginia Union University, Richmond, Va.

Wake Forest, Winston-Salem, N.C.

Georgia State College, Atlanta, Ga.

Morris Brown College, Atlanta, Ga.

ENCAMPMENT FOR CITIZENSHIP
2 WEST 64TH STREET, NEW YORK 23, N. Y.
SUSQUEHANNA 7-2714

MRS. FRANKLIN D. ROOSEVELT
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SAAL D. LESSER
Executive Director

ALGERNON D. BLACK
Education Director

ROBERT M. STEIN
Director, Special Projects

MRS. DORIS BARDON
Field Director

25 October 1963

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Thank you for your letter of October 15. While I regret that we must cross you off our list for this summer, I am glad to have your recommendation of Constance Curry. I have written to her today and expect to hear from her upon her return from the Soviet Union.

We are all greatly heartened by the consistent help of the Council in recruiting and identifying young leaders for participation in our projects. I look forward to our continued effectiveness in working together and will be most happy to receive your recommendations again this year.

Perhaps we will get together one day soon. My best wishes to you.

Most cordially,

Saal

Saal D. Lesser
Executive Director

enc.

COPY
To Paul Anthony

October 25, 1963

Miss Constance Curry, Director
Southern Project, U. S. National
Student Association
41 Exchange Place, S.E.
Atlanta, Georgia

Dear Miss Curry:

At the suggestion of Mr. Paul Anthony, we are happy to inquire about the possibility of your interest in being considered for a staff position with us this coming summer. We are desirous of attracting the best possible faculty, and if you are interested, please let us know.

Our projected dates are June 27 to August 8 and the three locations this year will be New York, Puertorico and Washington, D. C. We are also planning an Encampment-type project to take place at the University of California at Berkeley for juniors and seniors in high school. The latter project will start July 5 and will end either July 31 or August 8. Faculty for the Encampment in Puerto Rico must have a working knowledge of Spanish.

We hope to hear from you soon. With best wishes,

Sincerely yours,

Saul D. Lesser
Executive Director

Algernon D. Black
Education Director

c c to
Mr. Paul Anthony

2495 REDDING ROAD
FAIRFIELD, CONNECTICUT

October 30, 1963

Dear Mr Anthony:

I am very grateful to you for sending me the list of names. It will be invaluable to me.

I hope to be in Arlanta in February. May I call on you then?

Very sincerely yours,

Robert Penn Warren

United States Youth Council

345 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

MUrray Hill 7-8300

October 30, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W. (Room 201)
Atlanta 3, Georgia

Dear Mr. Anthony:

Thank you for your letter of October 23rd with names of Southern colleges which seem most likely to respond favorably to an invitation to attend the Human Rights Conference. I have made sure that these schools are listed.

Enclosed is a list of the Southern universities and colleges we will invite to the conference. There are two copies, one for you to keep, and one for you to correct and send back. I am also sending two copies to Connie Curry. Please suggest changes and also indicate to whom we should write in some cases rather than the President.

Thank you also for writing to Ralph McGill. It is a pleasure working with you.

Sincerely,

Judie Pfeifer

Judie Pfeifer
Administrative Assistant

JP:mps
Enc.

Agnes Scott
Spelman
Wesleyan
Lutheran
Mary Washington
Clark
Clothier
Morehouse

PA ✓
MHN
METL
~~MA~~
LKV
RHA ✓
MA ✓

AFRICA LETTER

6A Galway Road, Avondale
Salisbury, Southern Rhodesia
October, 1963

Dear Friends:

"When I lived in the reserve I was a Christian, but when I moved into the city, it was too hard." This simple statement made recently by a young man in Salisbury expresses the profound impact that Rhodesia's rural-to-urban migration is making on unnumbered thousands of Africans. As he bridges the span between two worlds, that of his own traditional tribal society and that of Western industrialized culture which he meets in the city, the confusion, conflict and tension are terrific. In the process, Christian values are often lost and contact with the Church is lost.

Traditionally The Methodist Church has worked only in the rural areas and has only in recent years followed its members to the city as they have come seeking work. We came to Salisbury last January, and Bob is now serving as part-time associate pastor to one of our city circuits, the Highfield Circuit. There are four congregations, or preaching points, but not a single church building. The Harare Circuit, the other circuit here in Salisbury, has seven congregations and one church building. So it is a weak church that is attempting to help its members cope with the problems of urban life.

Rev. Simon Kowo, the pastor of the Highfield Circuit, is one of the outstanding young ministers of the conference. He spent six months studying in the U. S. and is far above average in training, insight and ability. Recently Bob spent the day helping him paint the parsonage. A church in Iowa sent $1,000 to be used for remodeling the small delapidated house, and that work is almost completed now. Mr. and Mrs. Kowo and their five young daughters will have a fairly comfortable home. However, it is meagerly furnished, for the Kowos' income is not sufficient to cover the cost of furniture. Theoretically his salary is $70 per month, but the circuit has been able to pay no more than $12 per month during recent months. The breadwinners of the church families average around $36 per month wages, and all of them have large families to support and educate, and their giving to the church is small.

The other part of Bob's time is spent in initiating and building a conference program of Christian social concerns. In these days of transition, it is extremely important that the Church speak to the whole man and to every area of his life. Particularly just now when the Church is often accused by the African of being a European (white) importation with no meaning for the African, the Church must strive to show its concern for the African as an African and not for the African who must be changed into a Westerner. So far, Bob has held several district workshops and has plans for several more, and he is working on some

Notification of change of address should always mention the name of the missionary and be sent to Mr. Leonard M. Perryman, Board of Missions, 13th floor, 475 Riverside Drive, New York, New York, 10027.

literature to be used in presenting Christian social concerns to local churches. To many of our church members, the idea of the Church having anything to say about divorce, human relations, nationalism or labor conditions is a new idea, and so the preparation of literature is especially important.

Our family continues to thrive in the wonderful climate of Rhodesia. Latest additions include Virginia Dale, our fourth daughter who arrived on Apri 6, and Hermann, a small black dachshund, who arrived a few months ago through the courtesy of the local chapter of the S.P.C.A. Ginny has showed her first tooth, and Hermann happily shows all of his if you can get him to open his mouth. Both daughter and dog have already established themselves firmly in family affections.

We are deeply grateful for the privilege of being in this country at this particular time, and we ask you to pray for us that we will faithfully witness for Him. Thank you for your interest, concern and support.

Sincerely yours,

Bob and Dottie Hughes

November 4, 1963

Mr. Gregory M. Gallo
President
United States National Student Association
3457 Chestnut Street
Philadelphia 4, Pa.

Dear Mr. Gallo:

Paul Anthony is out of the city this week, but in his absence, let me assure you that he will be happy to see you early next week. I believe Monday afternoon, November 11, will best fit his schedule. Please call him on Monday morning to arrange a definite time.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA 4, PA. • BAring 2-5722 • CABLE, NATSTUD - PHILADELPHIA, PA.

Mr. Paul Anthony
c/o Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Paul,

I'm finally going to have a chance to get down to the South (Atlanta that is) on November 10, 11 and 12. I was wondering if the rest of the NSA crew and I might see you either on the 11th or during the morning of the 12th.

We would all appreciate the opportunity to hear your views on developments in the South. My personal opinion and certainly not that of my staff is that the Norther white liberal just can't play the role he was able to play in the movement two or three years ago.

I'd appreciate hearing from you soon as to whether you could see us during the times I mention.

Yours sincerely,

Gregory M. Gallo
GREGORY M. GALLO
President

GMG:ep

JUBILEE
168 East 91st Street / New York 28
EN *9-7550*

Dear Mr. Anthony-

I shall be in Atlanta from the 5th to the 12th of December. On the evening of the 8th I shall be on a panel at Emory. While I am there I will try to gather material for an article for my magazine. Will it be possible for me to see your during my visit. While I am in Atlanta I shall be staying at the Monastery of the Holy Ghost in Conyers.

Yours sincerely,
Ned O'Gorman
Ned O'Gorman
Associate editor

the 4th of November, 1963

P.S.
I am sending you
Copies of Jubilee

November 5, 1963

Miss Betty Plank
c/o Dr. Loretta Butler
3540 Virgil Blvd.
New Orleans, Louisiana

Dear Miss Plank:

In Paul Anthony's absence (he will be out of the office until Friday of this week), here are my suggestions for contacts in the several southern cities you will visit en route to Atlanta exploring possibilities for carrying out Home Visit Day.

I assume that you are in touch with Henry Cabirac of the Southern Field Service, National Catholic Conference for Interracial Justice, 1046 Baronne Street. Mr. Irwin Schulman, Regional Director of the Southcentral Regional Office of the Anti-Defamation League, is based there in New Orleans, at 535 Gravier Street, JAckson 2-9534. Mr. Harvey Kerns, Executive Director of the Urban League of Greater New Orleans, 504 Carondelet Street, 524-8375, would, I feel sure, be happy to give you some leads on other knowledgeable people. At the present time, perhaps your best contact in a local group, the New Orleans Community Relations Council, would be Mrs. Helen Mervis, 34 Audubon Blvd.. You might also get intouch with Mrs. Mary Sand, 1447 Granada, 282-1986, for further advice.

I believe that your best course in Alabama would be to get in touch with Mr. Norman Jimerson, Executive Director of the Alabama Council on Human Relations, for suggestions of people in Birmingham, Montgomery, and Mobile. I know that Mr. Jimerson will be happy to talk with you himself if he is in the city at the time of your visit. I am sending copies of your letter and this letter to him, so that if time permits he can send you names before your departure for Mobile on the 9th; if he is unable to do so before you leave New Orleans, his telephone number is ALpine 2-2722 and his address Room 1224 City Federal Building, Birmingham.

Paul Anthony will, I know, be happy to see you when you arrive in Atlanta during the latter part of next week.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

cc: Mr. Norman Jimerson

VIA AIR MAIL
November 5, 1963

Dear Jim or Myrtice:

Do you suppose you could send Miss Plank names of contacts in Mobile and Montgomery before Saturday, the 9th? The only ones known to me are the obvious ones, Durrs in Montgomery, ABLE people in Mobile (and I'd rather be advised about whether to sic her on the ABLE people before doing so). Thanks a lot.

Sincerely,

Marge

m

FRIENDSHIP HOUSE

c/o Dr. Loretta Butler
3540 Virgil Blvd.
New Orleans, Louisiana

November 3, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.,
Atlanta 3, Georgia

Dear Mr. Anthony,

My intentions were to write you earlier--before leaving Chicago --to see if you could suggest some contacts here in New Orleans, in Birmingham, Montgomery and Mobile for me to see.

Friendship House is presently seeking top interfaith sponsorship for a National Home Visit Day in the spring. The Home Visit program consists of person-to-person conversationson race in homes. Most of our experience has been arranging visits of white participants with Negro hosts and hostesses--but the program goes "both ways." We've found people are profoundly impressed with just such a simple format; and attitudes often change in one night.

I had another assignment in New Orleans and while I was here it was decided to include the contacts for the Home Visit Day here and enroute to Washington, D. C. I hope just to explore interests and to get some suggestions for carrying out of the day in Southern cities.

I hope you will be in Atlanta when I arrive the latter part of next week. And if you have time to write me of contacts along the way, I can be reached at the above address until November 9.

I'll look forward to the opportunity of visiting your office, if this is not inconvenient for you, while in Atlanta.

Sincerely yours,

Betty Plank

Betty Plank,
Field Director

P. S.: I am enclosing a copy of our magazine Community which has an article on a Home Visit Day held in Knoxville last May. The cover article--about nuns on a picket line is also a Home Visit success story. These nuns became involved previously through Home Visit participation.

4233 SOUTH INDIANA AVENUE · CHICAGO 53, ILLINOIS · OAKLAND 4-7700

November 12, 1963

Mr. Robert Penn Warren
2495 Redding Road
Fairfield, Connecticut

Dear Mr. Warren:

I and others on the staff would be pleased to see you and to be of any possible help while you are in Atlanta in February.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

VIA AIR MAIL
November 12, 1963

Miss Helen Raebeck
Head, Public Affairs Department
National Council of Jewish Women
One West Forty-Seventh Street
New York 36, New York

Dear Miss Raebeck:

I will be pleased to join your group for luncheon Monday and to be of any possible assistance.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Misc.

MM

NATIONAL COUNCIL OF JEWISH WOMEN

ONE WEST FORTY-SEVENTH ST., NEW YORK 36, N. Y. CIRCLE 6-3175 • MRS. JOSEPH WILLEN, NATIONAL PRESIDENT • MISS HANNAH STEIN, EXECUTIVE DIRECTOR

November 8, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, 3, Georgia

Dear Mr. Anthony:

I am writing you at the suggestion of both Mrs. Moise Cahn of New Orleans and Harry Fleishman of the American Jewish Committee.

Our organization is having an informal off-the-record conference among the Presidents of our Southern Sections in Atlanta on November 18th. At that time we will review what is happening in the field of race relations generally, and also what our groups are doing. We shall then proceed to consider where we go from here. Although this is purely an internal organizational meeting, we feel that it would be very helpful if we could have a picture of the race relations situation in those communities where we have Sections.

Would it be possible for you to meet with us briefly at lunch to talk to us about the current situation and perhaps some of your views on the direction in which things are likely to move in the future? We would not want you, of course, to discuss specifically what our groups would do, but rather fill in the total picture for us so that when we consider our program in the afternoon, we will have this information as background.

The meeting is being held at the Rivera of Atlanta Motor Hotel, 1630 Peachtree Street, N. W., Atlanta. We do not have the exact time at which lunch is scheduled, but I should think it would probably be about 12:30 and we would not need more than one hour of your time altogether. I do hope that it will be possible for you to join us. If you have any further questions, I will be happy to have you call me collect to New York. I will be at the hotel Sunday evening, November 17th, if you want to reach me there. If you are able to make it, I will, of course, send you further details about the time.

I am enclosing a list of the communities in which we have Sections.

Sincerely,

Helen Raebeck

Helen Raebeck, Head
Public Affairs Department

HR:ds
Enc.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.
One West 47th Street, New York 36, N. Y.

SECTIONS IN SOUTHERN INTERSTATE

Alabama	Birmingham Mobile Montgomery Selma
Arkansas	Little Rock
Florida	Broward Greater Miami Jacksonville North Broward Orlando St. Petersburg Tampa
Georgia	Atlanta Savannah
Kentucky	Lexington Louisville
Louisiana	Alexandria Lake Charles New Orleans Shreveport
South Carolina	Greenville Charleston
Tennessee	Memphis Nashville Oak Ridge

ew 11/7/63

November 5, 1963

Mrs. Leopold Fleischaker, Chairman
Public Affairs Committee
National Council of Jewish Women
2348 Saratoga Drive
Louisville, Kentucky, 40205

Dear Mrs. Fleischaker:

Leslie Dunbar has referred your recent letter to the Department of Field Activities so that we may supply you with contacts in communities within the scope of your concern. I don't believe, however, that a listing of the names of these communities was enclosed with your letter. If you will send us their names at your earliest convenience, we will be happy to send you the names of contacts when they are known to us and to give you details of the situation in each insofar as segregation-desegregation activity is concerned and we will, of course, send you the publications you mention.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

MM: Could you be working on this in Paul's absence
PA

MM: well done

Misc
MM

Mrs. Leopold Fleischaker

November 1, 1963

Dr. Leslie Dunbar, Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Dr. Dunbar;

At the suggestion of Dr. C. H. Parrish, I am writing you for some materials and perhaps some assistance. I introduce myself as the Chairman of the National Public Affairs Committee of the National Council of Jewish Women because that is the capacity in which I need assistance.

On November 18 there will be a meeting in Atlanta of the Presidents of the 25 local constituents (southern) of the National Council of Jewish Women. We are going to try to explore together ways of combining our efforts with those of other women's groups in the same communitites. It is to be only a one day meeting, obviously with no publicity, and, at this moment, is strictly an intra-organizational matter.

Charles Witkowski suggests she's interested in groups such as Atlanta Women's Legislative Coordinating Center, CASP, Maybe

What I am in need of is specific matter which will tell me the situations as they presently exist in these communities, whether there has been any movement toward united action (of any kind) by organizations in those communities, and perhaps the names of people (both professional and lay) who might be the ones to contact.

local
ic
encourage

Dr. Parrish indicated that SRC had published recently an up-to-date history of events in the South and, also, some recent data about inter-racial committees in the various communities. I believe these would be helpful to me, as would anything else you might send.

Thank you for your consideration and courtesy.

Cordially,

Betty Fleischaker

Frances Pauley

Mrs. Leopold Fleischaker, Chairman
Public Affairs Committee
National Council of Jewish Women
(2348 Saratoga Drive
Louisville, Kentucky 40205)

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American Civil Liberties Union

156 FIFTH AVENUE, NEW YORK 10, N. Y. • ORegon 5-5990

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Louise C. Floyd, *Administrative Assistant*

November 15, 1963

Miss Marge Manderson, Administrative Secretary
Field Services
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Sent - 11/18/63

Dear Miss Manderson:

We are now starting preparations for the mailing of our 43rd annual report. I would appreciate you sending me an updated copy of the list of organizations cooperating with the Southern Regional Council. As our report is being mailed in mid-December, I would appreciate hearing from you as soon as possible.

Thank you very much.

Sincerely yours,

Louise C. Floyd

(Mrs.) Louise C. Floyd
Administrative Assistant

Washington Office — 1101 Vermont Avenue, N.W., Washington 5, D.C.; Lawrence Speiser, *Director*; Julie N. Barrows, *Executive Assistant*
With organized affiliates in twenty-seven states and 800 cooperating attorneys in 300 cities of 48 states

448

November 19, 1963

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Very sorry neither Les nor I could be at the Louisiana meeting. Hope it was worthwhile.

I remain at a complete loss to understand why you aren't getting our materials. Have checked again; you are on one of our lists which should automatically be used for practically everything. The requested material is being sent. The Newsletter is another matter: it is mostly a sort of house organ which is mailed only to state Councils for distribution to their executive committees and to a few former SRC staffers. Recently we have added one or two outside agencies to the mailing list for the Newsletter, however, and we will also add your name.

Since we provided a little money for the Louisiana meeting, would you sometime give me a brief evaluation of that conference and the co-op group?

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

November 19, 1963
(Dictated November 15)

Miss Doris Gibson
Public Relations and Development
United States National Student Association
3457 Chestnut Street
Philadelphia 4, Pa.

Dear Doris:

Of course I remember you--and the evening.

Your presidnt and an entourage of vice presidents were here earlier this week. Shared with them my views on the Selma Literacy Project. In essence they are: the project is good, sound, very basic to a major need, and deserves support. Should it get started, I would hope NSA will share immediately in the supervision of the project.

If you want a more formal letter of endorsement, let me know.

Come South soon.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA 4, PA. • BAring 2-5722 • CABLE, NATSTUD - PHILADELPHIA, PA.

November 5, 1963

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street
Atlanta, Georgia

Dear Paul:

Greetings from Philadelphia. Remember me? It was in Bloomington, Indiana, and Connie, Don Slaiman, Chuck Morgan, and "we all" decided to have some liquid refreshment together. It was most pleasant for me especially, being very new with NSA and having an opportunity then to meet all you people who have done so very much in the field of human relations .

The subject of this letter is actually somewhat related to that. I imagine you spoke with Mary Varela when she was in Atlanta last week about the Selma Literacy Project. I am enclosing for your perusal the final draft of the prospectus. A copy was also sent to Mr. Dunbar, and I am taking one to Harold Flemming tomorrow. We would appreciate very much your comments, criticism, advice, and endorsement of the project.

As I see it, the project will concern itself with adult literacy and only indirectly affect voter registration. It seems that we need to keep this before the minds of the grant-giving people too. Mr. Flemming seems to think that we might encounter some difficulties since SNCC is involved in it and is primarily an activist organization. If you could give us any advice as to the approach to use here, we would certainly appreciate that too.

Hopin to hear from you soon. And thank you for your attention.

Yours sincerely,

Doris Gibson

Doris Gibson
Public Relations &
Development

PROSPECTUS

SELMA LITERACY PROJECT

INTRODUCTION

The 1960 census indicates that over 22 million Americans 25 years of age and older have less than eight years of education. Due to the impact of automation and technology, these people are without the skills necessary for an independent and dignified life. They are functionally illiterate.

This problem of illiteracy has been found to be most severe in the Deep South "black belt" region where illiteracy seems settled at an alarmingly high rate. Two other facts of contemporary American life interesct with this problem. One is that nearly all employable work skills in the United States require the basic ability to be able to read and write: and the second is that in many areas of the South the inability of adult Negroes to read and write has been used in state statutes to disenfrahnchise them.

Present trends indicate that the problem of functional illiteracy will be virtually unchanged in two decades without large scale adult literacy programs. According to a projection by the Department of Health, Education and Welfare from Census Bureau statistics, in 1980 more than five million persons, 25 and older, will have less than five years of education.

Before a comprehensive program can be developed to significantly reduce these figures, literacy materials and techniques for training adults must be developed in areas of the country where basic educational skills are deficient. The urgency of such a program lies in both the real and potential changes in the political, social, and economic situation of the South. It is imperative that the Negro electorate be assisted in developing its talents and abilities to meet these changes in southern society in order to prepare for the more significant role that Negroes will play in that society.

BACKGROUND

In the United States, one out of every four Negroes is functionally illiterate. The comparable ratio for whites is one to 16. In the southern "black belt" region where Negroes outnumber whites, several factors help to account for this. Vestiges of the old plantation system of white superiority continue to mark the people and their social system. But most of all, Negro educational facilities and opportunities are vastly inferior to those of the whites.

Thirteen counties in the Negro "black belt" region have no Negroes

registered to vote, and 35 have three percent or less of the Negroes of voting age registered.

Voting and literacy are bound together in a significant way in the South. Many southern states barr functionally illiterate people in order to preserve a political system limited in its representation to white citizens only. For example, in Dallas County, Alabama, where non-whites comprise 57.7 percent of the population and whites number 42.3 percent, of the 13681 illiterates, 10735 are Negroes. Out of 9195 total registered voters in Dallas County (1962) 242 or one and seven-tenths percent are Negroes.

The city of Selma in Dallas County has been selected as the site for a pilot project in adult literacy training for several reasons. Not only does it lie in the heart of the "black belt" region where the illiteracy problem is acute, but in Selma motivation among illiterates to learn basic skills has been sparked by the activities of a voter registration movement.

Negroes want to pass literacy tests. One of the critical barriers to a successful adult literacy program is lack of motivation. Adults who have not learned to read and write as children often believe they are incapable of learning these basic skills. Many non-literates also associate a stigma to trying to learn. They perceive that their community will ridicule "grown people going back to school". These problems, while always difficult to surmount, are eased when an interest in voting has been created.

A community campaign to register voters will frequently develop group norms to support Negro learning. In sociological terms, voter registration work can legitimate participation in a literacy program among non-literates and so help to overcome the stigma often attending such programs.

Selma, Alabama, in Dallas County, is well suited for a pilot project in adult literacy training for Negroes. Out of 7060 non-whites over 21 years of age in Selma, 4278 or 66 percent are illiterate. Many of these people are eager to learn to read and write for the first time, stimulated by an active voter registration campaign in their community. The campaign, which began in February, 1963, was organized by the Dallas County Improvement Association, the Dallas County Voters League, and the Student Non-Violent Coordinating Committee.

No private or public program now exists which is designed to eradicate the problem of functional illiteracy among adults in the "black belt" region. Present government programs are not only few and inadequate, but require that application for aid be made through state or local government apparatus. Officials in the "black belt" area are not inclined to welcome such programs and would be even more relunctant to extend them to the Negro population in an amount proportionate to the population's needs. Selma, for instance, has traditionally resisted government programs as "governmental interference".

In order to plan an effective adult literacy program for the "black belt" region, more must be known about literacy techniques and more must be developed in the way of adult reading and visual aids. The existing literacy materials are almost exclusively planned for children, as are the tested techniques and visual aids.

In addition to this, material which might be composed for the northern illiteracy problem would be for the most part ineffective in the southern Negro community -- as the mores and modes of expression are quite different.

PROJECT PURPOSE

The purpose of the Selma pilot project is to provide the research and to develop the materials which a larger "black belt" literacy program would require. More specifically, this would include the following: 1) to translate local customs and idioms and other familiar occurences in Selma into literacy materials for teaching; 2) to recruit and train a team of four to six students to use the developed materials with Negro illiterates in Selma; 3) to build a second literacy team in Selma comprised of local Negro leaders who could continue the program in several other cities; 4) and to publish a report on the basis of the project's research in volunteer literacy teamwork, and to evaluate the possibilities of a larger year's length program in other areas. Such research would include information on the usefulness of various teaching techniques (programmed learning, case study approach, visual aids, group dynamics) and of teaching materials (case studies, fiction, biographies, Negro history).

PROGRAM

The project personnel will consist of a director and four to six student teachers chosen from colleges and institutions through applications and interviews administered by the United States National Student Association. The project director will have full responsibility for the program and preparation of the materials in cooperation with skilled professionals in the field. The director will begin teaching in Selma in late January, and will be responsible for determining what materials will be used during the summer project.

The selected tutors will receive an intensive four day session in teaching methods for adults and then will apply this theory by working in an adult literacy program in northern cities on weekends during the second semester. These classes will be organized and will be administered by the Northern Student Movement.

During this time they will also be expected to read from a prepared reading list, and will receive various background mailings on the South, specifically on Selma and Dallas County. In June, the tutors will attend a two week orientation seminar at a southern university preparing them for the role that they will play in the community of

Selma. They will then proceed to Selma for two and one half months of work in adult literacy. The project director will be responsible for completing a research report on the pilot program.

Two and a half months cannot bring an adult to functional literacy. However, for testing purposes it can measure an important change or an increased degree of independence in the adult's ability to read and write, and comprehend. It will aid in evaluating the merits of a long term literacy project aimed ultimately at mitigating or wiping out the rampant illiteracy of the "black belt" region, leaving behind a competent and mature Negro electorate.

CONCLUSION

This project is to be carried out under the auspices of the United States National Student Association, working in close cooperation with the Northern Student Movement and the Student Non-Violent Coordinating Committee. Personnel from each organization will be used to carry out various facets of the project. NSM will help train the tutors in the North, and will make available their adult educators to help prepare materials for use in the South. SNCC will make contacts in the South, and will help to establish, by means of its already existing voter registration project in Selma, a working relationship with the people of the area. USNSA will be responsible for the grant, will oversee the work of the director, and will carry out the administrative details of the project.

USNSA represents a federation of some 400 American colleges and universities. While the thrust of its program is directed toward the college campus and other national unions of students, it has a record of deep interest, involvement, and experience in civil rights. For eight years, it has organized and sponsored Southern Human Relations seminars to bring together student leaders on a bi-racial basis to discuss and to set up programs in civil rights. For four years, USNSA has conducted Southern Human Relations Projects for training young people to work in race relations in the South. In addition, the Association has held two civil rights leadership institutes, in Atlanta and Nashville respectively, and one voter registration and education project in Raleigh. USNSA maintains a year-round regional office in Atlants for civil rights purposes.

Under Title 3c, Section 501 of the Internal Revenue Code, USNSA is, as as educational organization, granted tax exempt status for grants to support its programs and administrative operations.

PROPOSED BUDGET - SELMA LITERACY PROJECT

Project Director's Travel	$ 2700.00
Recruits' Travel (New York as median point 5 recruits as median number)	1000.00
Recruits, Room and Board (for 12 week period of summer project)	900.00
Recruits' Personal Allowance	490.00
New York Teaching Methods Seminar	250.00
Miles College Seminar	1310.00
Assistance to Dr. Randolph	250.00
Telephone	800.00
Postage	400.00
Teaching Supplies	300.00
Insurance	200.00
Equipment Rental	200.00
NSM Assistance Fee	300.00
NSA Administrative Fee	1000.00
TOTAL	$10,500.00

EDUCATORS INVOLVED IN
SELMA LITERACY PROGRAM

Blyth, Dr. John -- Director of the Programed Learning Department of the Diebold Group in New York City. Dr. Blyth is presently directing a Programed Learning project for the Student Non-Violent Coordinating Committee at Tougaloo College. Dr. Blyth would like to use the Selma project to help test the Programed Learning materials constructed by the Tougaloo group.

Long, Dr. Charles -- Professor at the Banks Street Teacher's College in New York City. Dr. Long has indicated his support of the Selma Literacy Program, and will aid the director in determining the teaching methods to be used in Selma. He has agreed further to cooperate in conducting the seminar on teaching methods for the project recruits before they begin their semester's part time training with the northern tutorials.

Randolph, Dr. Harland -- Director of Communications of the Board of Fundamental Education operating in Indianapolis, Indiana. Dr. Randolph will prepare the initial materials to be used in the literacy program beginning in January. During the summer program, he will come to Selma in an attenpt to evaluate the effectiveness of the materials and the teaching methods.

VITA

MARY VARELA

Born -- 1940, in Newell, Pennsylvania, and currently a resident of Welmington, Delaware.

School -- Alverno College, Milwaukee, Wisconsin. Received a Bachelor of Arts in speech and secondary education in 1961.

Activities -- 1)practise teaching experience was with a group of "low achievers" or vocational group. Volunteer teaching during college career with a home for juvenile boys, and with primary grades in religion.

2) student body president of Alverno College

3) post-graduate work with the Young Christian Students as a National Field Secretary for three semesters and as editor of the YCS Journal for one semester. Helped in such program areas as human relations, politics, international life, higher education, ecumenism, and economics. Worked with voter registration activities on Chicago's South side for YCS and on a tutorial in a ghetto area there.

4)staff position with NSA Civil Rights Leadership Project in Atlanta, Georgia with a duration of six weeks.

5) staff position with SNCC

November 19, 1963

Mr. Ned O'Gorman
Associate Editor
Jubilee
168 East 91st Street
New York 28, New York

Dear Mr. O'Gorman:

I will be in Atlanta during most of the time of your visit and will be pleased to see you and be of any possible help.

Since you will be staying some distance from the city you may need a downtown base. We have here desks, typewriters, telephones, etc.. Feel free to make use of them.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Dec 9

YWCA

National Student Young Women's Christian Association of the U. S. A.

600 LEXINGTON AVENUE
NEW YORK 22, N. Y.
PLAZA 3-4700
CABLE: EMISSARIUS, N. Y.

November 21, 1963

(Libby Liebem)

Southern Region
Suite 301, 41 Exchange Place, S.E.
Atlanta 3, Georgia
Telephone: Jackson 5-2372

Chairman
OLGA SEASTROM
Pennsylvania State University

Vice Chairmen
CHRYSTAL KELLOGG
Southwestern College
KATHLEEN MILLER
Oklahoma State University
ALMA SENIORS
Tuskegee Institute

Chairman Administrative Committee
MRS. WILLIAM GENNÉ

Executive
MRS. MARGARET EDMUNSON NORTON

Associate in Administration
ODILE SWEENEY

Associates
JEAN M. WHITTET
Program Development
RUTH SHINN
Personnel and Training
ANNIE-KATE GILBERT
National Support

Consultant in Human Relations
CELESTINE L. SMITH, ED. D.

Administrative Assistant
HELEN BAIRD

President, National Board
MRS. ARCHIE D. MARVEL

General Secretary
EDITH M. LERRIGO

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia,30303

Dear Mr. Anthony:

Enclosed you will find a copy of a letter which has gone today to the following girls. We would appreciate it very much if you would send each of them information and an application blank on the U. S. Youth Council's National Youth Conference.

They are -

Miss Patricia Holley
YWCA President
Tuskegee Institute
Tuskegee, Alabama

Miss Gwendolyn Robinson
Spelman College
Atlanta, Georgia

Miss Susan McMullan
Wesleyan College
Macon, Georgia

Miss Becky Vicks
Agnes Scott College
Decatur, Georgia

Miss Susan Solf
Box 2058, College Station
Mary Washington College
Fredericksburg, Virginia

WAY?

Yes

Ken Davis - Std. Body Pres - ogletherpe (cc CC)

Little Rock?

Thank you so much.

Sincerely,

Frances Drummond

Frances Drummond
Secretary to
Miss Jacklyn Wilkes

fd

November 21, 1963

Miss Gwendolyn Robinson
Spelman College
Atlanta, Georgia

Dear Gwen:

We are asking Paul Anthony of the Southern Regional Council to send you an application blank and further information about the U. S. Youth Council's National Youth Conference. I hope that you will give serious consideration about attending. It will be a conference where many young people with very diverse backgrounds will attend (ie., Young Democrats, Young Republicans, 4-H, Young Adult Federation, National Student Association, etc., etc.). And the Conference will need your contributions.

If you will go, please fill in and submit the application at the earliest possible moment and send it off to the U. S. Youth Council, and send me a note telling your decision and travel costs. We are assuming that either NSA or the Southern Regional Council will find the funds to get you there if the U. S. Youth Council doesn't get the grant they are looking for. (The YWCA can't give you the money, but it will be found if you will give the time). If there is a place to indicate on the application form need for funds, check it.

You will find some information on the conference on the attached sheet. I do hope you will find it possible to attend.

Sincerely,

Jacklyn Wilkes
Associate Regional Director
Southern Region

JW:FD
Enc.

Signed in Miss Wilkes' absence.

The U. S. Youth Council plans to hold a National Youth Conference on Human Rights in Washington, D.C., December 6-8, 1963. The conference will be held in conjunction with Human Rights Week to commemorate the 15th Anniversary of the United Nations Universal Declaration of Human Rights and the 172nd Anniversary of the adoption of the United States Bill of Rights. The purpost of the conference is to forcefully demonstrate to the nation and to the world the consensus of feelings of American youth leadership favoring the ending of racial segregation and discrimination in our society.

It is anticipated that Congressional legislation on civil rights will be pending before the Senate at the time of the conference. The first day of the conference will be devoted to the civil rights legislation. The conference will also focus on studies of racial segregation in the South and racial discrimination in the North.

A panel will be held on the universal struggle of human rights which will include a discussion on the discriminatory practices in Africa, India, and Latin America, in order to place the civil rights movement in the country in the perspective of the international movement for the realization of the Universal Declaration of Human Rights. Speakers that have been invited to address the conference are President Kennedy, Dr. Ralph Bunche, Mr. Ralph McGill and Dr. Frank Graham. There will dso be a panel on the roots of prejudice.

SUNDAY

NOVEMBER						
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17	18	19	20	21	22	23
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17

NOV. 1963

Betsy V?

Dr 3-2571

Ext 307

321 - SUN., NOV. 17 - 44

Jessie Jackson [redacted] NC A&T
Res Hall Bakery [redacted]

Johnson College -
NSA coordinator can get
someone [redacted]
can this be way?

Shall Connie get WA Y - Raleigh -

Misc.
(USYC)

November 26, 1963

Miss Patricia Holley
YWCA President
Tuskegee Institute
Tuskegee, Alabama

Dear Miss Holley:

Enclosed is an announcement and application blank for the USYC Washington ocnference, about which Miss Wilkes has written you. If you have these dates free and wish to attend, please call Miss Connie Curry on Friday afternoon at JA 3-8322, collect. Final arrangements will be made at that time and we can determine at that time whether or not travel expenses are available.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

November 26, 1963

Mr. Ken Davis
President, Student Body
Oglethorpe University
Atlanta, Georgia

Dear Mr. Davis:

The enclosed is being sent at the request of Connie Curry. Please call her on Friday at JA. 3-8322.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

November 26, 1963

Miss Susan Solf
Mary Washington College
Box 2058, College Station
Fredericksburg, Virginia

Dear Miss Solf:

At the request of Miss Jacklyn Wilkes we are enclosing information and an application blank for the U.S.Y.C.'s Washington conference.

We assume the YW is taking care of your expenses.

We look forward to seeing you in Washington.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

SOUTHERN COLLEGES AND UNIVERSITIES TO BE
INVITED TO THE NATIONAL YOUTH CONFERENCE ON HUMAN RIGHTS
WASHINGTON, D.C. - DECEMBER 6-8, 1963

Sponsored by
The United States Youth Council

ALABAMA

Alabama A&M College, Normal
Alabama State College, Montgomery
Auburn University, Auburn
Birmingham-Southern College, Birmingham
Miles College, Birmingham
Spring Hill, Mobile
Stillman College, Tuscaloosa
Talladegra College, Talladega
Tuskegee Institute, Tuskegee
University of Alabama, University

ARKANSAS write and. Carol

A,M, and N College, Pine Bluff
Arkansas State College, State College
Arkansas State Teachers College, Conway
Little Rock University, Little Rock
Philander Smith College, Little Rock
University of Arkansas, Fayetteville

FLORIDA Lawrence -

Bethune-Cookman College, Daytona Beach
Florida A&M University, Tallahassee
Florida State University, Tallahassee
Jacksonville University, Jacksonville
Rollins, Winter Park
Stetson University, DeLand
University of Florida, Gainesville
University of Miami, Coral Gables
University of Tampa, Tampa

GEORGIA

Agnes Scott College, Decatur
Atlanta University, Atlanta
Clark College, Atlanta
Columbia Seminary, Decatur
Emory Univrersity, Atlanta
Georgia Institute of Technology, Atlanta
Georgia State College, Atlanta
Morehouse College, Atlanta
Morris Brown College, Atlanta
Spelman College, Atlanta
University of Georgia, Athens

KENTUCKY

Berea College, Borea
Eastern Kentucky State College, Richmond
Kentucky State College, Frankfort
Morehead State College, Morehead
Pikeville College, Pikeville
University of Kentucky, Lexington
University of Louisville, Louisville
Western Kentucky State College, Bowling Green

LOUISIANA

Dillard University, New Orleans
Grambling College, Grambling
Louisiana State University, Baton Rouge
Loyola University, New Orleans
Northeast Louisiana State College, Monroe
Southeastern Louisiana College, Hammond
Southern University, Baton Rouge
Tulane University, New Orleans
University of Southwestern Louisiana, Lafayette
Xavier University, New Orleans

MISSISSIPPI

Jackson State College, Jackson
Millsaps College, Jackson
Mississippi State College for Women, Columbus
Mississippi State University, State College
Tougaloo Southern Christian College, Tougaloo
University of Mississippi, University
University of Southern Mississippi, Hattiesburg

NORTH CAROLINA

A&T College of North Carolina, Greensboro
Catawba College, Salisbury
Davidson College, Davidson
Duke University, Durham
Guilford College, Guilford College
Johnson C. Smith University, Charlotte
Meredith College, Raleigh
North Carolina College, Durham
Pfeiffer College, Misenheimer
Wake Forest College, Winston-Salem
Women's College, Greensboro
University of North Carolina, Chapel Hill

OKLAHOMA

Oklahoma City University, Oklahoma City
Oklahoma College for Women, Chickasha
Oklahoma State University, Stillwater
Southwestern State College, Weatherford
University of Oklahoma, Norman
University of Tulsa, Tulsa

SOUTH CAROLINA

Allen University, Columbia
Benedict College, Columbia
Claflin College, Orangeburg
Clemson Agricultural College, Clemson
South Carolina State College, Orangeburg
Limestone College, Gaffney
University of South Carolina, Columbia

TENNESSEE Kay

Fisk University, Nashville
Knoxville College, Knoxville
Lane College, Jackson
LeMoyne, Memphis
Lane College, Jackson
Memphis State University, Memphis
Southwestern at Memphis, Memphis
Tennessee A&I State University, Nashville
Tennessee Polytechnic Institute, Cookeville
University of Chattanooga, Chattanooga
University of the South, Sewanee
Vanderbilt University, Nashville

TEXAS

Baylor University, Waco
North Texas State University, Denton
Prairie View A&M College, Prairie View
Rice University, Houston
Southern Methodist University, Dallas
Southwest Texas State College, San Marcos
Texas Christian University, Fort Worth
Texas Southern University, Houston
Texas Women's University, Denton
University of Houston, Houston
University of Texas, Austin

VIRGINIA Lee

College of William and Mary, Williamsburg
Emory and Henry, Emory, Va.
Hollins College, Hollins
Lynchburg College, Lynchburg
Randolph-Macon Woman's College, Lynchburg
Roanoke College, Salem
Sweet Briar College, Sweet Briar
University of Richmond, Richmond
University of Virginia, Charlottesville
Virginia Polytechnic Institute, Blacksburg
Virginia State College, Petersburg
Virginia Union University, Richmond
Washington and Lee University, Lexington

CAREERS for YOUTH
A PHOENIX COMMUNITY PROGRAM

P. O. BOX 2326 • Tel. 253-4128

PHOENIX 2, ARIZONA

MRS. AGNES LABELLE
EXECUTIVE DIRECTOR

LWD
VSL
PW
SB
mm

December 11 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, NW
Atlanta 3, Georgia

Dear Mr. Anthony,

As a follow-up to our conversation last week, I am enclosing the latest Summary Report on CAREERS FOR YOUTH as well as other pertinent information which I feel might be of interest to you.

Thank you so very much for the material you sent us - it was most informative and valuable.

Sincerely yours,

Bob Choate

Robert Choate Jr.

RBC/mc

BOARD OF DIRECTORS OF CAREERS FOR YOUTH

Mr. Walter A. Biddle
Mr. O. L. Buchanan
Mr. Robert B. Choate
Mrs. Gussie B. Edwards
Mr. Lester Goldberg
Mr. Mark Harrison
Dr. Lester Hogan
Mr. Paul Hughes
John R. Kelly, D.D.S.
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Mrs. George Ullman
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Dr. Albert Wagner, M.D.
Dr. Morrison F. Warren
Mr. Travis Williams

CAREERS FOR YOUTH
P. O. BOX 2326
PHOENIX 2, ARIZONA
Mrs. Agnes Labelle, Exec. Dir.

SUMMARY REPORT -- CAREERS FOR YOUTH -- 1963-64

Throughout the United States, one of every six people finds it difficult or impossible to reap the full benefits of our free-enterprise economy. Individuals and entire families fail to attain a desirable standard of living because of a number of factors, of which innate incompetence is probably least important.

The other factors can be summed up as inequality of opportunity: - opportunity and stimulus for persons living in sub-standard areas to observe the multiple fruits of free enterprise and to understand that these fruits can be theirs through effective effort. And, often, this is accompanied by the failure of a community to make available to these people true equality of opportunity in education and employment.

In Phoenix, Arizona, CAREERS FOR YOUTH has pioneered a program to help the one in six to attain his own best potential and thus to share of the rewards of the American free enterprise system. Now in its fifth year of operation, this non-profit, privately financed organization works with the individual, the family and the community, and its successful efforts are receiving national attention.

CAREERS FOR YOUTH believes that lack of motivation is a primary

factor holding individuals and entire families in sub-standard areas. To the person whose total environment is slum or near slum conditions, decent housing, a satisfying job, good clothes, stimulating cultural pursuits, a hobby, a vacation, a respected place in society are the stuff fairy tales are made of, other worldly, unattainable. Thus it is CAREERS' first concern to convince such a person these things are indeed real and attainable for him, to help him establish a worthy goal in which he can believe, and to help him gain the confidence that he actually can reach that goal.

This in itself, however, is not enough. For the individual to succeed he must have, ideally, the active encouragement and help of his family and friends. At least, he must not have their opposition or ridicule. For this reason, CAREERS works actively at the family and neighborhood levels and in the schools.

But the job is not finished until the community at large lends its active support. Employers must provide equality of employment opportunity in practice, not merely pay lip service to the principle. And the entire cultural and social atmosphere of the community must be such that the one in six is genuinely encouraged when he makes his effort to contribute to and draw from that community.

For this reason, an important part of CAREERS' activity is devoted to working with employers and social and cultural institutions throughout the community.

* * * * * * * *

Until the fall of 1963 CAREERS FOR YOUTH confined its efforts within the city limits of Phoenix. Its annual budget of $23,000 has been raised by private solicitation, and the organization is constantly seeking a broader base of support.

* * * * * * * *

STAFF, BOARD & VOLUNTEERS

Until receiving a recent additional-personnel booster fund from the Ford Foundation, CAREERS operated with a staff of three -- two administrators and a secretary. The staff had no previous professional experience in this type of work, but showed sufficient poise, intelligence, articulateness, and compassion to communicate easily with a wide spectrum of community citizens from bank presidents to welfare recipients. Ethnic diversity in the staff is a definite goal.

Mrs. Agnes Labelle is the executive director of CAREERS. She is assisted by Mrs. Vivian Kringle, Mrs. Helen Griffin, and Miss Armida Murillo, all of whom do field work when required. A social worker will complete the staff. Mrs. Grace Olivarez and Mr. Robert Choate are frequent consultants.

The staff works closely with two elementary school districts (Phoenix has twelve!) and two high schools in the Phoenix High School

District. In all, eleven elementary schools and the two high schools have Career Clubs. In these, some 600 young students are exposed to motivational experiences. Although Phoenix has a population of more than 500,000, including 65,000 Mexican-Americans and 25,000 Negroes, the ethnic make-up of the Career Clubs is approximately 1/3 "Anglo", 1/3 Mexican-American, and 1/3 Negro.

In addition to constant school coordination, the staff supervises the volunteer services of some twenty school and twenty non-school people. In lieu of hiring a school-liaison officer, Careers pays a small stipend to the in-school club sponsors for their after-hours efforts with the Career Club members. Volunteers operate car pools, solicit free cultural tickets, conduct fund drives, write letters, visit homes of drop-outs, and act as chaperones on group outings.

A 22-person board of directors reviews the progress of the program each month and determines major policy. Board members are drawn from all facets of the community and represent both in-school and out-of-school attitudes.

THE CAREER CLUB MEMBERS

There is no cut-and-dried formula by which Career Club members are chosen. Selection usually takes place at the seventh or eighth grade year. The nomination for membership is primarily made by the

student's teacher and principal. The student CAREERS seeks is the boy or girl who has a certain spark, a certain initiative, a certain drive -- and one, who, but for an outside helping hand, may very well drop out of school before the twelfth grade.

At the elementary level, Career Clubs are limited to 25 members. It has become an honor to be chosen for Career Club membership, and parents often are equally proud that their child has been selected. (Thus begins the motivational aspect.)

High school Career Club members are generally ex-elementary club members; but new members are welcomed at this level if their desire to join the club is sincere. While elementary club members are usually found in the top third of their class, high school club members tend toward lower scholastic positions.

THE PROGRAM

The CAREERS FOR YOUTH program of working with students comprises six well proven techniques:

1. Emulation: Children from the highest drop-out areas are exposed to persons who have succeeded in life -- whether as a doctor, a file clerk, a carpenter, a technician, or a machine operator. In free give-and-take sessions, the Career Club members may, on a face-to-face basis, discover the education, training, time and effort required to achieve this position or that profession.

They also discover the rewards that might accrue to them. Each club hears at least one speaker each month. (Two is the average.) Speakers are chosen from all ethnic groups.

2. Inspiration: Many of the students in Career Clubs have had no introduction to the world of employment. Many of their parents have had a very restricted view of the job market. To enable each club member to see decent employment conditions and people working at various jobs, bus trips are taken each month to various plants, factories, office buildings, colleges, hospitals, laboratories, etc. Employees may be asked to interrupt their work in order to answer questions posed by the children. In this way the students hear workers on the job express the important connection between education and earning power. Mutual admiration is often engendered when the employees meet club members who are awakening to their possible potential in life. When such trips are properly preplanned, a major two-way exchange of ideas takes place between students and employees.

3. Participation: Since many as yet uninspired students have had no opportunity to see the rewards possible in our American society, Career Club members are urged to

partake of the community's cultural and recreational life. Free tickets are solicited for many events; car pools are formed to guarantee that each club member has at least three opportunities to attend ball games, plays, musicals, symphonies, ballets, travelogues, etc. during the year. In addition, the students are urged to view the responsibilities attendant to a successful life -- working with libraries, the art museum, the city council, the state legislature, and even the police department and the FBI. A more thorough introduction of these children to various agencies serving the community will be undertaken in the future. Parents are often asked to join in these outings; and an annual barbeque is a thoroughly successful event for parental participation.

4. Education: Arizona charges for high school textbooks. Many children cannot afford this cost in addition to lunch money, transportation, school club dues, and school-time clothes. To provide some hope for those faced with enormous financial hurdles before attending high school, CAREERS FOR YOUTH annually grants a limited number of bookstore awards by which deserving students receive free textbooks.

5. Stimulation: A different approach to parental influence is used by CAREERS. After the student has been involved with the club activities for a period of time, an introduction to his or her parents is requested. In this way, CAREERS enters the home of the student as a friend of the family, and not as a public official or a paid social worker. In some families, this difference is of prime importance. Parental attitudes toward a child's education can often be improved if the parent is met on the home level as a friend of the child. In a typical year, CAREERS' staff and volunteers may call upon the parents of half of its members. Parents are asked to participate in the CAREERS program to the extent that they desire, and some give of their time generously.

6. Camping: For two consecutive years, CAREERS has operated a summer camp where club members can enjoy mountain climates for ten days. Physical work, recreation, arts and crafts, and communication skills are stressed. The food is carefully selected, and often is called the outstanding feature of camp life. (This is not accidental; the "better life" and its ingredients may serve as additional motivation.) The rapport between campers and the camp staff (three professionals and

five counselors) is excellent and again provides an extraordinary insight into the attitudes held by many of our young citizens. The camp cost is in large measure subsidized by CAREERS, yet it is often difficult to induce many of the club members to attend camp. It is something so different from the world they have known they have an instinctive fear of it. This, of course, disappears with experience.

THE OTHER HALF OF THE PROGRAM

Phoenix today is just emerging from a semi-southern philosophy. For fifty years Arizona has had a conservative, restricted economy based on cotton, cattle, copper, and climate (i.e.: winter tourism). The area has long been inclined to isolate itself from the rest of the country in issues and attitudes. There is little long-time wealth in the area. Phoenix recently has had a heavy influx of immigrants from throughout the nation and has increaed in population from 160,000 in 1940 to 500,000 in 1963. Most Phoenix citizens have ties to other areas of the country. Few have had to contend with the problems of low agricultural wages, Mexican border traffic, Negro western migrations, and a surplus labor supply. (Arizona's climate attracts more people than the state can place in productive employment.)

It would be a tragic error to motivate fast-maturing children into an awareness of American goals and ideals and then deny employment to those who acquire sufficient skills and abilities. CAREERS FOR YOUTH has, from its inception, conducted a campaign to involve the lay and business community in educating children from different economic backgrounds. If a society places hurdles in the path of such children, it is up to the society to remove these hurdles so that ambitious children will become gainfully employed adults.

CAREERS therefore has used newspapers, radio, television, guest speaking spots, panel sessions, seminars, workshops, and other means to awaken Phoenix to the problems faced by those who would rise in the community. Lions, Optomists, Rotarians, Kiwanians, Business and Professional Women, and many others, have been exhorted to give Career talks, conduct office tours, provide free tickets to cultural events, give scholarship awards, and generally to open their doors to equal employment opportunity.

Through innumerable guest appearances, CAREERS people have begun to produce greater understanding of the problems some schools face in working with children. Awareness that some citizens do not feel the American ideal of equal opportunity is available to them is growing. Ethnic studies are made to ascertain in what manner

certain groups can be more easily motivated. Economic analyses compare the tax-producing potential of a motivated and employed youth with the tax-consuming potential of a family which is prevented from achieving its maximum productivity.

There are the two sides of CAREERS FOR YOUTH - motivating youth to train for gainful employment, and awakening the community to their need for opportunity to rise, in school and after school. Neither can work without the other.

SCHOOL RELATIONS

Phoenix is unique in its school fragmentation. There are twelve separate elementary school districts, each with its own superintendant, its own school board, and its own tax base. There is a thirteenth Phoenix school district - the four-year high school system. The twelve elementary districts are not similar in earning power or in lay leadership. In many areas, this means that the most complex educational and motivational problems are met by those who can afford the least time and money to cope with them.

In the past five years, mutual cooperation has grown between CAREERS FOR YOUTH and the two elementary school systems with which it now works. Although no school board has ever asked for a formal meeting with the CAREERS FOR YOUTH board, the superintendents are in regular contact with the staff. One superintendent sits on the

Board of Directors of CAREERS. Expert consultants regularly are called upon to give depth to CAREERS' deliberations on complex matters. Teacher and principal cooperation varies from school to school, but in those schools where the CAREERS Clubs are most effective, the principals and the teachers are the most cooperative.

The high school relations have been more complicated. CAREERS originally started with seventh and eighth grade students. Each year an additional grade was added. As the senior high school years were brought in, different teachers and different counselors came in contact with Career Clubs. Natural attrition (CAREERS condones club members quitting Career Clubs to join other worthwhile campus activities) soon brought about an imbalance in the types of students who remained in the clubs. In several instances, the most profession-oriented members stayed in the club, while the "general student" left to join a theatrical club or a music club. On the other hand, some of the least motivated students have been successfully urged to stay in the Career Clubs through the upper grade years. All of this has meant that CAREERS must constantly reaffirm its goals to teachers, counselors and advisors who "thought they knew of its work," but really did not. The cooperation of high school administrators with CAREERS FOR YOUTH, has constantly improved from the start.

Perhaps fifty school people today are intimately involved in

the progress of CAREERS FOR YOUTH. Hundreds more approve of its work, while the inevitable few detractors remain on the side lines.

SUPPORT

The pilot stage of CAREERS FOR YOUTH cost $5,000 the first year. Thereafter the approximate annual cost per student involved has been $50 to $60. Today, over 600 children are involved at an annual cash expense of $23,000, plus an additional sum equal to about half of this which is donated in services or material goods. A few CAREERS' board members give extensive use of their time. Most of the $23,000 cash budget still comes from the few "angels" who launched the program in the beginning.

It is becoming a matter of community embarrassment that this program does not have broader support. Phoenix, a city which proclaims the belief that local communities should take care of their own problems, donated less than $6,000 to the CAREERS FOR YOUTH program during 1963. Industry, business, social leaders, service clubs, and professional societies have contributed to CAREERS, but the extent of their participation in most instances is somewhat less than satisfactory. No attempt has been made to gain the support of the United Fund to date.

PUBLICATIONS AND WORKSHOPS

CAREERS has conducted numerous workshops related to motivation of children from high drop-out areas. A Mexican-American seminar was held in 1963 to discuss innovations in education for the Spanish-speaking child. Partial support came from the President's Committee on Juvenile Delinquency and Youth Crime. Descriptive program brochures on CAREERS have been distributed to almost every state in the union (and hence, are in constant short supply).

The CAREERS FOR YOUTH approach has been described over a 174-station network under the auspices of the United States Chamber of Commerce. Several national news media have in preparation articles or scenarios about CAREERS' philosophy and activities. The National Education Association, the U. S. Department of Health, Education and Welfare, the Arizona State Department of Public Instruction and other influential bodies, both local and national, have solicited advice and cooperation from CAREERS FOR YOUTH.

SUMMARY

The problems confronting those who cannot seem to compete in a free-enterprise economy -- they number one-sixth of our national population -- require unusual efforts on the part of everyone. Through such programs as CAREERS, the business and lay community can help schools reduce the number of children who drop out. However, the

education of these children does not take place in a vacuum. Housing, health, crime prevention, equal employment opportunity, voting, community recognition -- all contribute to a family's feeling of participating in American society. While the efforts of such a group as CAREERS FOR YOUTH can start to motivate families and children, the full cooperation of every part of the community is necessary to complete this vitally important job.

NOVEMBER 1963

FROM THE DESK OF-----ROBERT B. CHOATE, JR.

Drop-Outs Linked To Economy

While Maggie Savoy is on vacation prominent men in the Valley are writing guest columns for her. This is by Bob Choate, founder of Careers for Youth which provides high school scholarships to young people who need and deserve them.

Guest Fare

By ROBERT B. CHOATE JR.

As April 15th attracts writers on the subject of taxes so September seems to attract commentators on the subject of schools and education. The two writers should really join forces for no public agency shapes our economic future more than America's public school program. The economic wisdom of this state's policy of charging high school students for their text books is a case in point. The future of America may be in school today. On the other hand, it may not.

WHAT TO DO? Although the problem demands extensive and long range action, we can start by removing the enormous hurdle of non-free text books for high school students. One high school in the last ten days has had more than 500 applications for loans for text books from its meager library. Supply could not meet demand. CAREERS FOR YOUTH itself has been swamped with calls for assistance. No private group such as this can possibly meet the requirements. We feel handicapped; we've generated motivation in a sizeable group of children and now economics may prevent that motivation from taking a productive course. This is happening all over the state. It is NOT happening all over the nation, however, for Arizona is one of the few states that shortsightedly charges for high school text books. Athletic equipment and band instruments may be free, but not basic text books with which one can prepare for life. As some text books run as high as $10 each, the family of seven with a weekly income of $55 quickly decides that school is not for many of their children come each September.

We in Arizona recently have heard persons of sizeable experience say that our drop-outs are below the national average, that we have an atypical drop-out situation, that narrowly oriented claims of large drop-out numbers are misleading, and that 2,000 Phoenix high school students will leave school prematurely within the next thirty days. That last figure should put the fear of God into everyone; if this number of children lost to society is something to be complacent about, then America is really in trouble!

This country's principal educational interest has long been the average mid-class, normal citizen. A student of this description probably gets the best education in the world when we lump the country as a whole. (The drop-out or school leaver from this group is a particular headache as the entire system supposedly has been designed for him.) The student mentally, physically, or economically above or below this average student, however, is another matter. Although he has been recognized for decades, his education problems have been attacked by relatively few cities and even fewer states. With Phoenix' dynamic physical growth all around us, this writer would like to see similar growth in the educational approaches to the non-average student.

There are others far more qualified to speak on the subject of the middle-class drop-out, bright or slow. The remarks that follow primarily pertain to those from less privileged circumstances.

PHOENIX HIGH Schools will lose more than 1200 drop-outs this year. For lack of training, these school leavers will probably be a millstone around the community's neck for the rest of their and our lives—perhaps 50 years. They probably will be tax-consumer, ne'er-do-wells, and ill-equipped parents. That is why their tax implications are appalling all year 'round. Until we Americans can figure out a way to keep them in school until they are prepared to do some task useful for society, we will have to support them or let them starve. (I am assuming that the majority of readers of this column occasionally decide who they want and who they do not want to hire.)

Educating the average is not easy. Educating the untypical takes adventure-some thinking. What conditions promote this type of deliberations?

First, top quality school boards who will face the fact that they are dealing with an item of ECONOMIC importance to all America for generations to come and realize that schools do not just affect children. Second, imaginative and brave school administrators: Imaginative—because they will have no pillars of past experience on which to lean, and brave—because the general public seems to enjoy target practice at public educators while it recoils from thinking about the flaws in its own children. Third, honesty among those who mean well but have minimum experience in handling the complexities of educating the non-average. Fourth, a willingness among the parents of non-achievers to ask for and accept special, unusual help. (Phoenix's Mexican-American community is cooking on both burners in this regard right now—watch for the announcement of their upcoming analysis of their children's education.) Fifth, an awareness among the general taxpayers of the community that extra efforts (and perhaps dollars) spent today on the education of the non-achiever will be far less costly than rejecting him as a potential employe for the rest of his life. (Ever compare the $150,000 a man might earn in a life time with the $100,000 he might cost the country as a welfare or crime dollar consumer?)

DOES LOW income play a big part in the losing of high school students? Professional opinions notwithstanding, I feel the answer is YES. Let us not quibble about who left because of "non-achievement" and who left because of "non-motivation" or who left because he didn't want to go on. Let us accept the fact that children do quit school for a variety of reasons.

I'll wager an investigator's salary that after all the reasons and excuses are dissected, the most common reasoning for a child's quitting school is economically based. Such phrases as "felt inadequate," "parents not particularly interested," "have no transportation," "need me at home," and "don't like school" usually are surface phrases indicating home inadequacies. The implications of true poverty are perhaps lost on the average Phoenician's mind, but this powerful force can be studied by those who care. (See "The Culturally Deprived Child" by Frank Riessman, Harper & Brothers as a starter.)

There is a solution: Legislation to provide free basic text books up to a $30 annual limit. This would be a cheaper route to follow than turning out employment and social misfits.

Pheenix and Arizona are behind the rest of the nation in this matter. Will you help remedy the situation by lending your support to the drive for "FREE HIGH SCHOOL BASIC TEXTBOOKS LEGISLATION"? Write Post Office Box 1469, Phoenix 1, Arizona if you or your organization would care to help.

The Arizona Republic

Phoenix, Wed., Sept. 19, 1962

"EQUAL OPPORTUNTIES FOR HIGH SCHOOL TEXT BOOKS"

P. O. Box 1469
Phoenix, Arizona

SUNDAY, JULY 17th, 1960

Coffee Break

Good Morning!

By DON DEDERA

WE'LL NEVER know how many shoe shine boys are potential surgeons, how many surgeons would have made better shoe shine boys.

But it's nice to know there's an outfit in town attempting to match pegs and holes.

Dedera

Careers, Inc., it is called. Eighteen months ago, Robert B. Choate Jr., professional engineer, gathered together a group of adults who were concerned about the haphazard ways that young people chose their life work.

CECIL C. Pine, supervisor of Sperry Phoenix engineering facilities, was elected president.

"We all knew bright young kids who never quite decided what they wanted to do," said Pine.

"For some reason, these young people were not being stimulated to a career. Not everybody can be a self-starter, and all too often these young people were trapped in a cycle. Their grandparents and their parents didn't know how to inspire their children to higher goals.

"These kids grew up unmotivated, with promise of no more than random, accidental progress.

"Organizations such as Boy Scouts are devoted to character-building. Church groups are concerned with spiritual development. We thought with Careers, Inc., we might assist young people in perhaps a more practical field—choosing a career."

Careers, Inc. has provided speakers for high school career clubs. The speakers, principally professional and industrial leaders, have been frank—giving the bad with the good about their particular fields.

So successful has been the Phoenix experiment, Careers, Inc. now is offering to help similar efforts in other towns.

As for itself, the Phoenix group is asking little.

"We need the moral support of the community," said Pine. "We need the understanding of parents, and their children need the encouragement to raise their sights. We already have the fine co-operation of teachers.

"WE WANT more professionals to participate. Beginning in the fall, we will need speakers from a variety of careers.

"As we grow, we will need a certain amount of money. We have been considering nominal scholarships, as a means of helping the kids along in college.

"But finally, and most important, we ask for the curiosity of young people who have been drifting along without purpose, who want some help in finding a satisfying work."

REPRINTED FROM THE ARIZONA REPUBLIC

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA, PA. 19104 • AREA CODE 215—BAring 2-1106 • CABLE, NATSTUD

December 11, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsythe Street
Atlanta 3, Georgia

Dear Paul:

Thank you for your letter concerning the Selma literacy project. I am requesting that more formal letter of endorsement that you offered if you will please, sir. A couple foundations have indicated a little bit of interest, and every endorsement possible will help.

NSA certainly does intend to share in the supervision of the project from the beginning, and I do think it will prove a worthwhile endeavor.

Again, thanks for your trouble. And best wishes for a happy holiday season.

Sincerely,

Doris

Doris Gibson

ASSOCIATED WITH: American Council on Education • International Student Conference • U. S. Commission for UNESCO • World University Service • Council on Student Travel • U. S. Youth Council • American Association for the U.N. • Nat'l Scholarship Service & Fund for Negro Students

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Special Advisor
RUTH HAGY BROD

December 12, 1963

Mr. Jed Johnson
United States Youth Council
345 East 46th Street
New York, New York

Dear Jed:

Should you have an obsession to do anything about it, my round trip coach fare, Atlanta-Washington was $73.60. If the conference ran too great a deficit or you have other problems, I'll wrangle the fare out of SRC. So, let your head and not your conscience, be your guide.

It was a good conference, near miraculous considering the time element involved. Enjoyed, as always, seeing you and being a part of your efforts.

All sincere good wishes for you, Nancy, and Judie, for the season.

Sincerely,

Paul Anthony
Director of Field Activities

PA/mg

December 12, 1963

Mr. John Field
c/o Potomac Institute
1501 18th Street, N. W.
Washington, D. C.

Dear John:

For some months the enclosed airline receipts Atlanta-Washington have been lying on my desk. Should you have an obsession to reimburse SRC for this trip, this presents the opportunity. Should the obsession be missing, the amount to come from the grant to SRC, or the whole matter be as uncertain as it is in my mind, forget it.

Whatever, the very best to you and the family for the season.

Sincerely,

Paul Anthony
Director of Field Activities

PA/mg

Enclosures

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K. B. PIPER, VICE PRESIDENT

TA-please reply

November 27, 1963

Mr. Leslie W. Dunbar, Executive Director
Southern Regional Council, Inc.
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Mr. Dunbar:

One of my associates has been solicited for a contribution to help make "Inform National Reports" available to school teachers. The representative was persuasive. The cause appeared to be worthy.

I took the liberty of suggesting that I write you, thinking that you might have some background information on the organization and its purposes. Since the slant appears to be at least slightly toward the right rather than the left, I thought you would not object to being cast in the role of "devil's advocate".

Cordially yours,

KBP:sww

75

INFORM
NATIONAL REPORTS

~~RYAN BLDG.~~ — EAST GRAND and BROAD STREETS PO Box 489 ELIZABETH, NEW JERSEY P.O. BOX 489

A nationally circulated service to hundreds of editors, to defend American institutions against subversive radicalism; a national information service on subversive organizations and activities; an Americanization bureau serving schools, colleges and patriotic groups; sponsored for the public good from Washington, D. C., by nationally known leaders.

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October 4, 1963

Dear Friend:

OUR AMERICAN HERITAGE

This is an hour of crisis. Perhaps never before in our history as a nation has it been so important for us to pause and consider just what we do believe. To look backward and remember as well as to look forward and plan.

Not only is our image overseas out of focus. Our image within the confines of our own territory is distorted. Those who wish to subvert our laws, use the precepts of the Founding Fathers in direct contradiction to their original meaning.

The Halls of Congress were, the other day, treated to a disgraceful exhibition on the part of those who interpreted "freedom of speech" as "freedom to keep others from speaking". The Unbelievers had read into law that "freedom of worship" means "freedom to prevent others from worshipping."

Indignation is but a futile gesture. What we must do is to go back a ways and consider what IS our heritage. What does it mean to be an American? What is the challenge of the Past? For - as it is graved on the marble before the great building which houses the Archives of the United States - "PAST IS PROLOGUE".

Let us turn back the pages of history.

WHAT IS OUR HERITAGE FROM THE PIONEERS WHO FIRST CAME TO THESE SHORES?

It is two-fold - Courage and Vision.

It took courage to leave the old, the known, the secure - no matter how meager it was. It took courage to venture out on the storm-tossed seas in cockleshells of ships, prey to a thousand dangers - both real and figments of wild imagination.

Above all, it took courage to face the unknown. And to face it virtually alone.

They were afraid, of course. What brave man is not? But they

Memo

FROM THE DESK OF **PAUL RILLING**

12/16/63

PR - ~~MT-file~~ MM-file

do you think I should respond? if so, would you draft a suggested reply for my sig (your draft would, of course, embody your views)

National Conference on Religion and Race
150 Fifth Avenue - Room 632
New York, New York 10011
Telephones: AL 5-7575-6

MEMORANDUM from Galen R. Weaver, Executive Director

TO: Delegates to the Chicago Conference, members of the Program, Follow-Up and the Executive Committees, and the local and state Conferences on Religion and Race.

You are aware that the Conveners in voting for a continuing national organization, including a secretariat, intended to review the work accomplished prior to making a decision whether or not to extend their support beyond May 31, 1964. (Recall that there was an Interim Budget provided February 1 to May 31, 1963 followed by a one year trial period).

Some time within the next one or two months decision will be made by the Convening groups (The National Council of Churches, the National Catholic Welfare Conference and the Synagogue Council of America) as to (a) further continuation at some level of budget or (b) termination as of June 1, 1964.

To provide helpful data bearing upon that decision, it has occurred to me that a candid opinion from each of you would have relevance and value. May I therefore urge that you write a letter in which you express your honest judgment as to whether the National Conference continuing organization has been useful to interreligious action and in what ways (if any)? I suggest that you be as specific as possible.

Do you have any suggestions regarding financial support in case the National Conference should be extended beyond June 1, 1964?

What other helpful suggestions do you wish to make towards the strengthening of interreligious action in race relations?

Galen R. Weaver

GRW:ss

December 16, 1963

The Local Communities Follow-Up Committee
of the
National Conference on Religion and Race

announces

In St. Louis — A NATIONAL CONSULTATION — March 2-4, 1964

Among delegates from state and local religion and race groups
in order to
share information regarding achievements, problems, plans

e.g.: How to best organize on an interreligious basis in order to help win the struggle for equal rights?

Who should be involved as the pirmary group?

How should the conference or committee relate to community-oriented civil rights organizations?

How should the conference or committee relate to official commissions on inter-group relations?

How should the conference or committee enlist and involve Negro and other minority leaders in effective ways?

What Negro leaders?

What needs do local units have that the National Conference and its Secretariat can help meet?

How to raise the necessary funds?

What has experience to tell us as to what issues and situations local interreligious groups can most profitably become involved in?

In what specific and/or distinctive ways?

How can local groups help turn back the tide of reaction caused, in part, by Negro advances and demands? (Such as referenda to repeal fair housing legislation)

What next in the Negro revolt?

What part can local religion and race groups play in reconciliation without diminishing advocacy of overdue rights? etc., etc.,

----------tear here and mail to NCRR, 150 5th Ave., N.Y. 10011-----

I am interested to know more about the proposed National Consultation. I,or someone(s) from my community will probably want to go. Yes_____ No_____
Please send me details about costs and program. Yes_____ No_____
Please register me tentatively as a participant. Yes_____ No_____
We have (do not have) a local Conference on Religion and Race Yes_____No_____

(Please print) Your name _____
Your address_____

12/16

ORDER BLANK

Date_____

National Conference on Religion and Race
150 Fifth Avenue (Corner 20th St.) Room 632
New York, New York (10011)
Telephone: (212) AL 5-7575-6

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Name - (Please Print)

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Please send me:	No. of Copies	Unit Cost	Total
Appeal to Conscience of American People - Attractive printed folder: First copy FREE but please enclose 5¢ stamp for mailing; 2-49 copies - postage prepaid - 5¢ each; 50-199, 3¢ each; 200 or more, 2½¢ each.	____	____	____
Catalogue of Resources - Single copy 65¢ postpaid; 5-49 copies, 50¢; 50 or more, 45¢ each.	____	____	____
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Conference Recommendations - Single copies 15¢ each; 20-99 copies 9¢ each; 100 or more 6¢ each.	____	____	____
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Reprint of James Reston's column - N. Y. Times August 30, 1963, entitled "Washington: The First Significant Test of the Freedom March". (If the churches will act now, the political balance can be transformed.) Up to 100, 1¢; 100 or more ½¢.	____	____	____
Newsletter - 10 copies per year - Current events, what is happening across the country - $3.00 per year.	____	____	____
Film - One hour 16mm film of WNBQ-TV (Chicago NBC outlet) special show of Jan. 21, 1963. A panel discussion of the Jan. 14-17 Chicago Conference on Religion & Race with Dr. Franklin H. Littell, Very Rev. Msgr. Daniel M. Cantwell, Dr. Edgar H.S. Chandler, Dr. Benjamin E. Mays, His Eminence Albert Cardinal Meyer, Judge James B. Parson and Rabbi Irving Rosenbaum. (Rental $25. per period up to one month; May be purchased for $100.)	____	____	____
TOTAL			$____

Please make check payable to: National Conference on Religion and Race.

United States Youth Council

345 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

MUrray Hill 7-8300

December 18, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

On behalf of the United States Youth Council we wish to express our appreciation to you for moderating the panel on "Racial Segregation in the South" at the first National Youth Conference on Human Rights.

Your understanding of the situation in the South added greatly to the conference and we enjoyed having you with us. Jed will be in touch with you regarding your expenses.

Thank you also for your help in securing the participation of good delegates from Southern schools.

We appreciate your interest and participation and may we extend to you the best of the Holiday Season.

Sincerely,

Judie Pfeifer

Judie Pfeifer
Conference Administrator

JP:mps

December 18, 1963

Miss Doris Gibson
United States National Student Association
3457 Chestnut Street
Philadelphia, Pennsylvania

Dear Miss Gibson:

The Selma literacy project is, in my opinion, a very sound idea. Having talked at some length with the principals involved, I think the project has been soundly conceived and developed and is directed at a basic problem with which all of us must be concerned.

The plans to develop materials, use the initial project as a guide for many communities, and to leave behind a local continuing effort all are especially good. So too, it is appropriate that USNSA and SNCC share in the sponsorship and direction of the project.

We will never break the cycle of ignorance and poverty which segregation has left us with until we stop long enough to help the victims, person by person, community by community. Your awareness of this and your efforts to do something about it merits our appreciation and deserves our support.

Sincerely,

Paul Anthony
Director of Field Activities

PA/mg

December 18, 1963

Miss Susan Goodwillie
National Women's Committee for Civil Rights
Room 904 Munsey Building
1329 E Street, N. W.
Washington, D. C.

Dear Miss Goodwillie:

Under separate cover we are sending you five copies of the Silver speech.

The assistance of the National Women's Committee in communities which face school desegregation will be very helpful. We have worked in this area for several years and, inevitably, it is the women who take the lead in preparing the community for change. All of the deep South will need this help, especially parts of Alabama and all of Mississippi. So too, a few areas as far north as Virginia still need help in getting away from the myth of private schools.

Shortly after the first of the year we will distribute a booklet which is not being assembled called "Transition Without Tragedy." This is a long, rather elementary how-to-do-it guide on preparing a community, based on the experiences of cities like Little Rock and Atlanta. We will send you a copy.

I would like very much to have an opportunity to know more of just what you plan to do, where you can and will be able to work most effectively, etc. Also, I would like to share with you some of the ideas we have, programs we have assisted, etc. Our experiences in places like Jackson, Mississippi and the possibility of you working in cities like that can so much better be handled by conversation. Is there any likelihood you or Miss Smith will be in Atlanta early in the year? If not,

while I have no plans to be in Washington in the near future, should an opportunity arise I will let you know.

Hope we can work something out. Certainly, your assistance could not be directed to a more important area.

Sincerely,

Paul Anthony
Director of Field Activities

PA/mg

NATIONAL WOMEN'S COMMITTEE FOR CIVIL RIGHTS

Room 904 Munsey Building • 1329 E Street, N.W. • Washington, D. C., 20004 • Tel. 783-7071

Co-Chairmen
Mrs. Douglas Horton
Mrs. William B. Harris

Executive Director
Miss Shirley B. Smith

December 10, 1963

Mr. Paul Anthony, Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Mr. Anthony:

I enjoyed listening to you speak this past weekend at the U. S. Youth Council Conference at the Shoreham Hotel. My only regret is that we did not have a chance to meet.

I write now, by way of introduction of the National Women's Committee for Civil Rights, with two particular requests for assistance you might be able to provide.

The first is the ask for a few copies of Professor James Silver's speech to the Southern Educational Service in North Carolina in which he quoted the incredible directives used by the Alabama (?) White Citizens Council to the local public schools as to how children of the third, fourth, fifth, and sixth grades should be taught about why Negroes and whites are meant to live separately. We would like very much to have this speech in our files and we hope it will not be too much trouble for you to send 2 or 3 copies of it to us.

My second request is to learn from you, if possible, what southern cities and schools are planning to integrate between now and next September. The National Women's Committee for Civil Rights hopes to work out some assistance programs (via local women) in these areas and we would be most grateful to learn from you what schedules and active plans have been set for this kind of project. If you cannot tell us now, could you let us know how soon we might be able to have some proposed facts and figures?

We appreciate any assistance you can offer and hope to have an opportunity to meet you soon. We have long admired your program and we especially enjoyed reading "New South." Keep up the good work!

Sincerely yours,

Susan Goodwillie

Susan Goodwillie
Assistant to Miss Smith

HARPER & BROTHERS

PUBLISHERS SINCE 1817

49 East 33rd Street, New York 16, N. Y.

December 20, 1963

Mr. Paul Anthony
Field Director
Southern Regional Council
Atlanta, Georgia

Dear Mr. Anthony,

I think that Staige Blackford has given you my earlier letter to him or conveyed its contents. However, since you handle these matters at the SRC I want to go over them again.

My wife Virginia and I want very much to devote a part of our summer to work with your organization or with another program of a similar nature. We both doubt that our qualifications will be asstrong as you might wish. But you will be the best judge of that. Let me tell you something about us.

My wife, Virginia Price Barber, grew up in Atlanta and Galax, Virginia, a small town near the North Carolina border in south western Virginia. She attended Randolph Macon College for Women where she majored in English and was elected to Phi Beta Kappa. From college she went on to graduate school, again in English, at Duke. She finished the Masters Degree and all of her course work for the PhD before accepting a Rotary Fellowship to study in France. After the year abroad, she taught English at Mary Washington College in Fredericksburg, Virginia, until our marriage this past summer.

I was born and raised in Gulfport, Mississippi and I attended Ole Miss, graduating in 1954 with an English major and a year of law. Then I went into the Air Force for two years, stationed at Mobile, Alabama. After being discharged, I came to New York, wandered around a bit, and finally landed in the publishing business here at Harper. They promptly sent me back South to sell college textbooks in Louisiana, Mississippi, Alabama, Arkansas, Tennessee, and Florida. During these two years, I visited every college in these states at least once and generally more than that. In 1959, I was offered and accepted the job of Humanities Editor in the Harper College Department, a post I have held since then. In addition, I now handle History books, a field that interests me more than English as time goes on. I have never taught, but I do have twenty-seven hours of graduate work in English taken at Duke one summer and at NYU nights and Saturdays.

Virginia is not working since her PhD orals are scheduled for early April. She plans to work on the dissertation next fall. My four weeks of vacation can be stretched to five if necessary, and she would be willing to stay longer than that if she could be useful. We will go anywhere, do anything, and, of course, we would not expect to be paid.

I have thought from time to time about applying for a job with the SRC as one of your directos of a Council on Human Relations. However,

the job I hold is exciting and challenging and I sometimes permit myself to think(in more romantic moments) that perhaps we are doing something worthwhile for American education. But we think more and more about our home states, our friends in the South, and the central problem of this country.

If you can use us, we would appreciate having a note from you outlining the various possibilities. Staige mentioned two projects in North Carolina, a literacy project and a sort of free-lance roaming of the entire state. At first glance, the literacy project appeals most, but perhaps that is because we don't understand what would be involved in the latter alternative.

We are leaving this afternoon for New Orleans to spend Christmas with my family. Then I go to the Modern Language Association in Chicago and the American Historical Association meetings in Philadelphia, returning to New York on the 31st.

We look forward eagerly to your reply. Meanwhile, all good wishes for a pleasant holiday.

Sincerely,

Edwin Barber

Edwin Barber

Misc.

NATIONAL WOMEN'S COMMITTEE FOR CIVIL RIGHTS

Room 904 Munsey Building • 1329 E Street, N.W. • Washington, D. C., 20004 • Tel. 783-7071

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Mrs. William B. Harris

Executive Director
Miss Shirley B. Smith

December 20, 1963

Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Thank you for your fine letter of December 18. We are indeed excited about the possibility of contributing toward the integration of schools throughout the South and as far North as Virginia. We would be delighted to receive as many copies as you can spare of "Transition Without Tragedy," as soon as it is assembled, or perhaps we can order it from you? In any case, we are most anxious to see it.

In order to know more clearly in what areas we can be most effective, would you send me any further information, reports, etc., which you feel would be good background material for us as we begin to plan our programs for next year? A list of all the schools that desegregated last fall (1963) would also be most helpful if such is available.

Is there any plan now in the works for an evaluation of schools that have integrated? If there is, could you fill me in on the scope and extent of it, please?

With this further information we would be better prepared to share our ideas with you and learn from you about the programs you have already assisted.

We'd like very much to see you in Atlanta--one of the most dynamic groups related to us is the Atlanta Women for Progress and we are anxious to meet with them too--but at the moment our funds are far too limited to allow for travel. We are financed entirely by private contributions and have just barely made it through 1963!

But perhaps something can be worked out--please do let me know if you ever plan to come to Washington and, until then, my very best for a New Year of joy and hope.

Sincerely,

Susan Goodwille/yp

Susan Goodwille
Assistant to Miss Smith

P. S. Are there any other mailing lists you think we should be on in order to know what is happening throughout the South on school integration? Thank you again.

January 2, 1964

Mr. Jed Johnson, Jr.
President
United States Youth Council
345 East 46th Street
New York, N.Y.

Dear Jed:

All is well in regard to the Washington meeting.

Will be happy to help in any way possible with the WAY delegates tour.

Your card from Puerto Rico arrived while we were in the process of having, by Southern standards, a blizzard. After a brief period of incoherent, angry sputtering, I settled for the fervent hope that it rained ~~the~~ whole time you were there.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Nancy Erickson

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January 8, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Paul:

And a HAPPY NEW YEAR to you too.

Thanks for returning that little card.....

The brochures describing the new project for 15 to 18 year olds is now at the printer, and we should have them in about a week. I'll send some on to you then. In the interim I am enclosing a fact sheet.

I plan to come to Atlanta in a few weeks, and would be most grateful for your help again with regard to seeing as many of the 'right' people as possible. I'll let you know exact dates as soon as I set them. I also plan to visit in Tennessee, Kentucky and Arkansas. Any suggestions you may have for me regarding folks I should see in those states will be most welcome.

I look forward to seeing you before too long.

Cordially,

Doris

Doris Bardon
Field Director

January 10, 1964

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington,, D.C.

Dear Mary Alice:

Trust our '63 subscription crossed your letter in the mails and has now arrived.

Having been acted on, I couldn't do anything about trying to have the amount increased. Perhaps this year. When the time comes give me a reminder and I'll see that the matter gets serious consideration at least.

Incidentally, the Southern Interagency Conference plans to have its winter meeting in Washington (at Potomac Institute) in February 12 and 13. Hope you can look in.

All good wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

64

January 2, 1963

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

I'm worried that a letter I sent Les Dunbar on December 13 might have got itself lost in the shuffle.

I was writing him then about the SRC's annual Clearing House subscription, due in December. In reminding him that the SRC has been subscribing at our standard organizational rate of $25 a year, I noted that now that we are tax-exempt for donor-deductibility, a number of our similarly-exempt groups have felt free to increase the amount of their support for the Clearing House, and that if the SRC were inclined to do so too, that would be elegant.

There hasn't been any response from Les to my note. Could you check on it for me, please? The Clearing House books are supposed to close on December 31, as we operate on a calendar year. I loathe the idea of having to get out our annual report without the SRC's name on it, because we're very proud to list you among our subscribing agencies.

For anything you can do to take care of this, we'll surely be grateful.

All the best for a good '64 to you,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

January 10, 1964

Mrs. Doris Bardon
Field Director
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Doris:

Delighted to know you're returning to Atlanta. Please give me the dates when you have them so I can plan to be here if possible.

Many thanks for the material.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 14, 1964

Master David Herbert Dreger
c/o Dr. and Mrs. Ralph M. Dreger
2867 Justina Road
Jacksonville 11, Florida

Dear Master Dreger:

Thank you for the thoughtful announcement of your arrival. Welcome to a strange and exciting world.

Your timing--whatever your parents may think--is exceptionally good. The world of your lifetime will be unprecedented in human history; in its awsome dangers and its wonderful potential. For this you are fortunate.

You are even more fortunate in your choice of parents. (It is inevitable that your arrival was different. Such is your sound heritage.) Whatever the world you live in, it will be better because of Ralph and Georgia Dreger. For that, you are a very fortunate young man. If you absorb--in any appreciable measure--their love, their concern, their wisdom--you will be unnaturally blessed.

In fact, you already are.

All good wishes.

Sincerely yours,

Paul Anthony

PA:mm

Misc.

January 15, 1964

Phi Delta Kappa, International
Eighth and Union
Bloomington, Indiana

Gentlemen:

Some time ago we had called to our attention a program sponsored by the Phi Delta Kappa Chapters of Florida A & M University and Florida State University. This program, a symposium entitled "The Role of the Educator in Decreasing Racial Tensions: An Action Program," seems to us to be an exceptionally valuable one and we would like to commend Phi Delta Kappa and the sponsoring campus chapters for developing and conducting it. We hope occasions will arise when you can cite this example of outstanding local programming and encourage other chapters, especially ones located on Southern campuses, to have similar projects.

With all good wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Epsilon Upsilon Campus Chapter
Gamma Theta Campus Chapter
Dr. H. Franklin Williams, University of Miami

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January 17, 1964

Mr. Paul Anthony
Executive Assistant
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

The National Sharecroppers Fund has just been awarded a contract from the U.S. Department of Labor to act as its agent on behalf of the Manpower Development and Training Program to encourage and stimulate training programs among the "hard-core" unemployed and underemployed in the rural areas of six Southern states. I enclose a one-page summary of the project.

I am writing to you now to ask for your suggestions for competent staff people to carry out the project. We are looking first for a field coordinator and would expect him to help in the search for the other three staff people.

I am sure you agree with us that this project is a very exciting one and offers great hope for opening the door to education and training in neglected rural areas in the South where federal agencies have hardly made a dent.

To realize the full potential of this project, we will need a field coordinator who is not only capable, creative, imaginative and knowledgeable about the South, but also the kind of person who can work cooperatively with state officials, educators, and the local people who need the training which will be offered. He would need administrative ability to set up a regional office and direct the work of three field people. He would also need persistence and energy in large measure. The salary would be commensurate with the qualifications of the person.

I do hope you will let me hear from you immediately if you can suggest someone whose qualities approach this description and who might be interested in taking on this important assignment.

Sincerely,

Fay Bennett

Fay Bennett
Executive Secretary

FB:jk
enc.

LWDr
PA
MM

NATIONAL WOMEN'S COMMITTEE FOR CIVIL RIGHTS

Room 904 Munsey Building • 1329 E Street, N.W. • Washington, D. C., 20004 • Tel. 783-7071

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Mrs. Douglas Horton
Mrs. William B. Harris

Executive Director
Miss Shirley B. Smith

January 17, 1964

Paul Anthony
SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Mr. Anthony:

Thank you so much for sending us, "Transition Without Tragedy." It is an excellent job.

Both Shirley Smith and I have read it with care and great interest--your report is incredibly comprehensive, well put and frank. When you place it in the hands of appropriate community leaders, it will be invaluable to women who face the challenge and potential reward of school desegregation.

I have recently spoken with Peter Muirhead, Assistant Commissioner for Program and Legislative Planning in the Office of Education, U. S. Department of Health, Education, and Welfare. We discussed the provision in the pending civil rights legislation which will authorize HEW to provide technical and/or financial assistance to towns in which 1964 desegregation promises to be any kind of a problem (which probably includes every town in which desegregation is planned for the first time.)

Mr. Muirhead's office is already compiling extensive information, as you may well know, and my concern is that we not overlap but rather complement each other's efforts as effectively as possible. We are meeting next Tuesday, January 21, to discuss this further. You might have additional ideas and advice as an objective, yet very much involved observer, which would also be helpful to us.

We want to serve in the school desegregation program as effectively as possible and we are uncertain as to how we may do this. We hope that whatever resources we might be able to procure would be useful in your program as well as that of HEW. It is clear, for example, that your projects are predicated on effective women.. In towns where you need more names of more effective women, we might be able to locate such talent through the organizations

related to us who have local branches scattered throughout the country. Perhaps this and other projects will provide means through which we can be of service to you. The main point is that we are ready and willing to cooperate in whatever way we can.

If you would find a phone call helpful, we would be happy to discuss this with you further. Unfortunately, a visit to Atlanta is impossible at this time, but a few minutes of telephonic communication might be almost as useful for both of us.

Finally, would you be good enough to send us a copy of each of the books and/or pamphlets mentioned on the attached list--they are all titles taken from your bibliography and they all sound fascinating and useful to us. Done - NM

Again, we appreciate all the help you have been to us. We are pleased and grateful for what you are doing and have done, and sincerely hope that we may, someday, be able to make an active and productive contribution to "Transition Without Tragedy" throughout the south.

With all good wishes, I am

Sincerely yours,

Susan Goodwillie

Susan Goodwillie
Assistant to Miss Smith

Attachment

ML ✓
MG ✓

INTERNATIONAL COMMISSION

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA, PA. 19104 • AREA CODE 215—BAring 2-5722 • CABLE, NATSTUD

January 18, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

First of all, I would like to offer you and the Council my deepest thanks for the assistance, counsel, and encouragement you gave me during my stay in Atlanta -- a stay which, as far as I am personally concerned, was far, far too short.

As a result of that visit, unfortunately brief as it was, I arrived at a series of tentative hypotheses which, at the risk of presumption, I should like to share with you. I fear presumption because, as a resident of a more Northern state, I hardly feel that I have any prerogative at all to expound my ideas to you concerning a region so grand and so complex as the American South. I hope that as a Georgian you may be able to find the time to favor me with your views, and to correct any misapprehensions I may suffer from.

From what few observations I could make during such a short time, I obtained a number of feelings which, I fear, I cannot document too well inasmuch as many were derivedd from personal conversation and observation.

1) Like the Greek polis, the South is not merely an agglomeration of individuals of similar habits, tastes, and backgrounds, but is beyond that a social organism, whose members, black and white, are inextricably bound together by a group unconscious (or even consciousness), and who communicate as much or more by the symbols held within that group mind than by literal verbal meanings.

2) That the Negro is an indispensable part of that organism, and, ~~that~~ as such, receives and sends symbolic communications to his white co-members continuously, whether or not such symbolic patterns are consciously recognized on either side, and whether or not either side is consciously aware of having participated in such an exchange.

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3) That as a social organism, the South in many respects represents a higher level of civilization than is otherwise represented in the modern West. In many ways, it has spontaneously and from within attained that degree of social unity which revolutionary ideologists have struggled unsuccessfully to impose from without in other parts of the world.

4) While it is quite conceivable that this inner unity could not have originally arisen without a suppressed class of Negroes, (just as the Freudian "ego" could not have originally arisen without the suppression of the "black" unconscious), the continuing existence of the organism ~~xxxx~~ no longer depends upon such suppression. Once the white part of the organism breaks through its fear and guilt and begins to treat the Negro as an absolute psychological equal -- as a gentleman absolutely -- the Negro will in turn become transformed into incredibly charming, mannerly, responsible and sensitive Southerners, quite possibly an improvement upon the average Southern white, owing to ~~xxxxxxxxxxxxxx~~ an interpersonal kindness and sensitivity developed during years of service.

5) That while the Negro will unquestionably fight if the old state of affairs does not change fairly rapidly, his ultimate desire is not for revenge but for full participation in a civilization whose many forms of greatness have inspired and awed him although it tormented him. He does not want out, he does not want New York brought to Dixie, he wants in. But if the Southern organism, particularly its white components, cannot resolve this question, it will die -- either in a murderous race war or through dissolution coupled with heavy intervention from extremely hostile Northerners.

6) That one of the paramount inner ~~xxxxxx~~ motivations of segregationist white Southerners is not so much the memory of Reconstruction as a combination of pride, guilt, and fear. The phrase "day of reckoning" is on many lips in unexpected places. As a proud white, the average segregationist probably feels that he would be tempted to kill anyone who treated him "like a nigger" -- i.e., as he treats Negroes. His Biblical notions of justice reinforce the fear that if Negroes should become equal -- i.e., like him -- the Negroes in turn will want to kill him in revenge for the wrongs received. So he must try against odds he knows are impossible to keep the Negro subhuman, both socially and in his mind, which are, as I suggested earlier, more coextensive in the South than elsewhere. Hence bizarre manifestations: worship of ethereal magnolia blossoms and talk of "shooting the shit."

7) Yet oddly enough, this is all his own notion. Strange as it may seem, Southern Negroes (and I spent a long evening at Freedom House) have an intense love for whites, and a capacity to forgive the past which surpasseth all understanding. They do not seek even the psychological revenge exacted by the "sassy" Negroes during Reconstruction. Even the most radical activists have so far by and large presented an image of determined, impatient but agonized, supplication -- the non-violent movement, which I see as more of a product of the Southern group mind than of the doctrines of Christianity or Gandhi. Nobody talks much about Gandhi at Freedom House.

8) White fears of orgianized Communism are consequently just plain damfoolishness. With a few possible exceptions, the activists are not particularly ideological. If they concoct ideologies, it is for the consumption of outside intellectuals who seem extraordinarily preoccupied with such things. The way to become accepted at SNCC headquarters is not to pronounce any doctrines at all, but to empathize with their experiences and purchase their songbook when, and not before, the suggestion is made. On the other hand, of course, this likewise implies that they are uninterested in liberal or anti-Communist ideologies, and horrify Northern liberals by accepting funds from the Lawyer's Guild. Nor would I put it past them to bring 100 Communist activists into Mississippi if they thought it might give Ross Barnett a nervous breakdown. But Communism is by no means what they want -- not even those who spout leftist doctrines. They'd far, far rather be good Southerners.

9) As a result of all this, I see a glimmering hope which would strike most Northerners as outrageously paradoxical. If -- and if it comes it will be overwhelmingly sudden -- the psychological crisis resolves positively and whites start seeing Negroes as full equals and fellow Southerners with whom they have shared their hardships, tastes, and feelings, and who have loved as much or even more than they have loved, not only will equality come almost overnight, but the guilt which has so far given rise to fear and hostility will be converted into a desire to redress the past, and "compensatory opportunity" will first become a living reality not in the North (where it distresses the logical, individualist liberal mind), but in the South. As the song goes, "the answer is blowing in the wind."

I hope you will forgive my awkward style, faulty syntax, and bad typing. It's a Saturday afternoon and I ought to be out fishing.

Sincerely,

Clark W.

Stephen Clark Woodroe

January 20, 1964

714 Peach Street
Vineland, New Jersey

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street N.W.
Atlanta, Georgia

Dear Mr. Anthony:

I wrote to Frederick B. Routh, Executive Director, NAIRO, indicating an interest in finding employment in the field of intergroup relations. One of his suggestions was that I write to you.

My entire work experience has been in the area of people and groups. For 16 years I was employed by the YMCA in various executive positions. I left the YMCA to enter the field of capital fund-raising. Over the past ten years I have directed or been the associate on 33 capital fund campaigns for non-profit agencies.

I am 51, married, have four children from one to ten and am in good health.

If you feel this background of experience would be useful in your organization I would appreciate hearing from you and will provide whatever additional information you require.

Sincerely yours,

George De Forest

George De Forest

White re 27 o Travel in South Misc

NATIONAL WOMEN'S COMMITTEE FOR CIVIL RIGHTS

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Miss Shirley B. Smith

opp 953

January 22, 1964

Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsythe Street, NW
Atlanta 3, Georgia

Dear Mr. Anthony:

I enjoyed our phone conversation yesterday and both Shirley Smith and I look forward to seeing you on the 14th.

My meeting with Peter Muirhead in the Office of Education was helpful. More than anything else, I think, our now mutual awareness of each other and our discussion of purposes and plans, tentative though they may be, were the most useful results of our session together.

Mr. Muirhead was interested in learning more about the Southern Regional Council and is anxious to talk with you. Their plans, if the Civil Rights legislation is passed, will provide for a "clearing house of good ideas," as he put it, as well as a full time research staff and a technical assistance program. He was aware of the work of the Friends Committee and said their people had been invaluable to the Office of Education program in Virginia.

He also added that, as of this year, the contracts for Guidance Institute and Foreign Language Institute training programs run by the Office of Education stipulate that the Institutes must be open to all applicants regardless of race, creed or color. All universities complied, he said, except Mississippi--they withdrew their application for a contract.

Before I left Mr. Muirhead's office, I mentioned your idea for a quiet meeting of the groups who might work effectively together in desegregation programs. He was very enthusiastic. He feels, as do I, that this is essential and that, most probably, when we begin discussion we will find a definite role each different group can play in order to dovetail with the others in a fully comprehensive and dynamic program.

Travel clearance Gen operations

address 2

A Paul

He suggested that David Seeley, Assistant to the Commissioner on the Development of Legislation and Administration Programs and Lyle Carter, Deputy Assisstant Secretary of Health, Education and Welfare with special responsibilities in the field of civil rights, be included if you feel it would be helpful. These two are the top men in civil rights in the Office of Education and might be able to provide invaluable information and guidance for us.

Thank you for your call--it was nice to talk with you and will be very good to see you when you come to Washington.

with my very best wishes,

Susie G.

Susie Goodwillie
Assistant to Miss Smith

THE COUNCIL ON HUMAN RELATIONS

281 THE ARCADE, CLEVELAND 14, OHIO • TELEPHONE: SUPERIOR 1-6630

Member, The Cleveland Welfare Federation

check PA - Mobile? ~~NSA~~ - ?

January 23, 1964

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Miss Marge Manderson
Southern Regional Council
Atlanta 22, Georgia

Dear Miss Manderson:

The attached mimeographed letter is our annual request for information, in order to compile our brochure of Summer Workshops on Intergroup Relations for 1964.

Last year you gave us valuable information. Can you tell us all you know about such Workshops planned for 1964?

Thank you ver much.

Sincerely yours,

Nell C. Henry

(Miss) Nell C. Henry
for
J. D. Nobel
Director

enclosures (3)

1 - Mobile - Yes

2 - CCurry -

3 - Don McEvoy -

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THE COUNCIL ON HUMAN RELATIONS

281 THE ARCADE, CLEVELAND 14, OHIO • TELEPHONE: SUperior 1-6630

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The enclosed list of 1963 Summer Workshops on Intergroup Relations was widely distributed and brought many enthusiastic responses. This spring we shall publish a similar list of 1964 Summer Workshops.

If you are to hold such a Workshop will you please fill out and return the enclosed [illegible] Registration Card.

Since the copy must go to printer by the middle of February, we hope you can respond very soon. If your plans are incomplete, will you give us that information, along with the date when we may expect to receive the completed Registration Card.

Notice that the card asks whether you wish to receive our 1964 Workshop list.

Sincerely yours,

J. D. Nobel
Director

JDN:nh

enclosure

Contributions are tax deductible

PA - Personal

January 24, 1964

Mr. Samuel J. Simmons
U.S. Civil Rights Commission
1701 Pennsylvania Avenue
Washington, D. C.

Dear Mr. Simmons:

Enclosed is a brief sketch of my life and times. Should you continue to be interested, I hope we can get together on my trip to Washington, February 12-14. My interest in leaving Atlanta and the SRC is so slight that I seriously doubt that an earlier trip would be justifiable.

Thank you for your interest. I look forward to meeting you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

January 24, 1964

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Enclosed is an announcement of the next meeting of the Southern Interagency Conference, to be held in Washington February 12-13.

The Steering Committee met yesterday and was told of your announcement of the new Southern program of the Fund. We feel it would be good if all of the agency representatives could know of this program. Could you come and tell us about it? If so, we would prefer to have this item on the agenda just before noon on the 12th. However, though crowded, the agenda is still flexible.

Les and I have discussed your request for suggestions for the project director. You will hear from him of the one suggestion he has. Other than that, I know of no one at this moment. Obviously you need a really top person for this spot and there aren't many of those looking for jobs.

Incidentally, Norman Jimerson, director of the Alabama Council, is looking for a job. The Birmingham and Alabama atmosphere in which he and his family have lived for three years has taken its toll and they need out. I don't see how they have stood it this long. Norman would not be a good man as project director thoughtI think he might well be considered for one of the three other staff positions.

The new project sounds like an exciting opportunity and we would like to help in any way possible.

Hope it will be possible for you to attend the Washington meeting and look forward to seeing you then.

Sincerely,

Paul Anthony
Director of Field Activities

LWD
mm

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January 27, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Thank you very much for your thoughtful letter of January 22. Your comments are most helpful and we shall reread the manuscript, keeping in mind the points you have raised.

A number of the questions you ask about are already answered in the appendices.

I am very grateful to you and look forward to seeing you when I'll be at the SRC office in February.

With best wishes, I am,

Sincerely,

Oscar Cohen

Oscar Cohen

OC:gs

"...Dedicated to translating democratic ideals into a way of life for all Americans in our time."

January 27, 1964

Mr. Stephen Clark Woodrow
U.S. National Student Association
3457 Chestnut Street
Philadelphia, Pa.

Dear Clark:

Thank you for sharing with me your impressions and conclusions from the Southern visit. I am impressed--and somewhat awed--by the perception you have for this very complex situation, especially in light of the shortness of your visit.

Your letter has been shown to Leslie Dunbar, SRC Director, and Margaret Long, editor of the Council's magazine, New South. Neither took exception to your ideas. Les pointed out that the ideas in at least your first five paragraphs he deals with in a forthcoming article in the spring issue of the Journal of Politics. Margaret would like for you to give your ideas, as expressed in the letter, slight elaboration for an article in New South. Will you?

My only reaction would be to question your optimism. I very much hope that your projected happy conclusions are not overly optimistic (though granted you refer to them as a "glimmering hope") and that you have not overemphasized the best that is in us, Negro and white, while not giving due consideration to the rest of our nature. But, I believe you can honestly refer to these possible end results and possible patterns of behavior so long as you emphasize that you speak of possibilities and not certainties.

For your international audience it also might be especially good to emphasize that the Negro does want in and to be a part of, not out and separate from. And, you are quite right in the alternative.

You've made a good start. I would like to know of your progress and the final product.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 27, 1964

Mr. Howard Slater
Law Students' Civil Rights Research Council
Room 905
156 - 5th Avenue
New York, New York

Dear Mr. Slater:

At the request of Mr. Neal Tarplee, the steering committee of the Southern Interagency Conference is pleased to invite you to attend the next meeting of the group in Washington, February 12-13. Enclosed is an announcement of that meeting.

Time permitting, we would like to hear briefly about your organization and its plans.

We look forward to meeting you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

cc: Cornelius Tarplee

January 27, 1964

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington, D. C.

Dear Mary Alice:

The requested 70 copies of the Direct Action Report are on their way. The additional 400 will be sent shortly.

Also, enclosed is a speech given by Les in 1961. He feels this is a better treatment of the subject than the section of the pamphlet dealing with it. You may also want to look up a speech on Civil Disobedience by Charles Jones, printed in the Chapel Hill (N.C.) Daily Tarheel.

You have been sent the schedule for the Interagency Conference. Hope you can look in, or join us at will.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

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January 30, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council Inc.
5 Forsyth Street, N.W.
Atlanta 3, Ga.

Dear Paul:

I appreciate your invitation to participate in your program in Washington February 12th and 13th to discuss our new demonstration project in six Southern states to bring training programs to the rural poor.

This presents me with the third conflict in dates on February 12th! The commitment I cannot change is to speak at the annual meeting of state farm placement officials at Tucson, Arizona, February 10th to 12th. On February 11th and 12th there will be a meeting in Washington of the National Advisory Committee on Rural Areas Development which I must miss. However, our able Board member and close associate of mine in this work (who also happens to be my husband) Rowland Watts, will take part in the RAD Advisory Committee in Washington February 11th and 12th. He would be an excellent one to speak at your meeting on our demonstration project and other programs in Southern rural areas. He has worked very closely on all of these and is as well qualified as I would be to discuss them with your group.

I have discussed this with him and he will be glad to take on this assignment if you can shift the time to Friday morning, February 13th, since the RAD Advisory Committee meeting does not adjourn until around the middle of the afternoon, February 12th. If there is absolutely no time possible on February 13th for him to be on your program, then I think he could make it at the end of the afternoon on February 12th.

Please let me know if this is acceptable and when you would like him to meet with you, and approximately how much time you want him to take to present our programs to your group.

Sincerely yours,

Fay

Fay Bennett
Executive Secretary

fb;ja

Feb. 1, 1964

As a senior at Andover Newton Theological School and as one interested and involved in the civil rights movement in America, I wish to know whether you could help me in finding placement for my intern year, which begins either in June or September 1964.

I am single, 27 years of age, have had assistant pastor experience the past three years while in seminary and am willing, if the situation and experience is significant, to work for board and room only. I was involved with the activity in Williamston, North Carolina recently.

I have corresponded with Mr. Clifford Hansen of the Home Mission Society and have written to the Southern Christian Leadership Conference. Neither of these sources have as yet proved concretely fruitful.

The deep south has particular appeal now, as far as geographical location is concerned. I feel the renewal of the church will come first from the southern negro and I would like to spend some time in the south before working in the north. But any direct involvement in this national problem, no matter where, would be considered.

Let me say that I am most appreciative of what your division is doing and I'm sure its importance will grow greatly in the next few years.

Hoping to hear from you.

Sincerely,

George Lawson
215 Herrick Rd.
Newton Centre 59, Mass.

VIA AIR MAIL
February 3, 1964

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Sorry you can't make the Washington meeting, especially since I had hoped for an opportunity to catch up somewhat with all of your new programs--of which there seem to be many. Particularly, I'm interested in Mississippi and Louisiana. However, we'll be delighted to have Roland Watts with us. How about at 9:30 A.M. or shortly thereafter on the 13th.

We would like a presentation of about 20 minutes and time for discussion thereafter if this is suitable to Roland.

Hope to see you somewhere, sometime!

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

February 3, 1964

Mr. S. Clark Woodroe
U. S. National Student Association
3457 Chestnut Street
Philadelphia, Pa.

Dear Clark:

Your letter and questions regarding the article are being turned over to Margaret Long. You should hear from her soon.

Look forward to seeing the finished product.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

INTERNATIONAL COMMISSION
UNITED STATES NATIONAL STUDENT ASSOCIATION
3457 CHESTNUT STREET • PHILADELPHIA, PA. 19104 • AREA CODE 215—BAring 2-5722 • CABLE, NATSTUD

MAA

January 30, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

I am of course deeply honored by your kind comments on my observations, and by Margaret Long's desire to publish an elaboration on them in New South. Needless to say, I would be delighted to write them up for you.

If you have any particular preferences as to style, presentation, length, deadline, etc., please let me know and I shall do my best to meet them.

My best to all.

Sincerely yours,

Clark

S. CLARK WOODROE

ACW:b

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February 3, 1964

Mr. Edwin Barber
Harper & Row, Publishers, Inc.
49 East 33rd Street
New York 16, New York

Dear Mr. Barber:

Enclosed is a list of the officers of the Mississippi Council. On January 28 I attended a statewide meeting of the group in Jackson. In the life and times of Mississippi it was a phenomenal meeting, attended by some 125 persons from throughout the state--good people of good standing with a strong bent on being actively decent. This group is just being reorganized after having been driven to disband some time ago. The last chairman before the group disbanded was the Most Rev. Joseph B. Brunini, Catholic Auxiliary Bishop of Jackson. The present chairman is the Rev. Duncan M. Gray, Episcopal clergyman of Oxford.

The MCHR board was in agreement that you and your wife could be very helpful this summer should you decide to return to Mississippi. The work would involve mainly talking to good people, offering encouragement and exchanging information. More on this if you are interested.

Incidentally, several members of the board know, or know of, your father. They did not recognize him as a flaming integrationist, but did know him as a "damn good lawyer." His response to our correspondence will be of real interest.

There are many places down here--and up there--for the Lord's work, but Mississippi ranks high. My home village of

Lynch Station, Virginia, by the way, would not welcome me for a month--nor would I welcome spending a month there.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

February 5, 1964

Miss Eleanor A. Eaton
Assistant Secretary
Community Relations Division
American Friends Service Committee, Inc.
160 North Fifteenth Street
Philadelphia 2, Pa.

Dear Eleanor Eaton:

Your letter of January 28 did not come to my attention in time for me to share any comments with you before your February 3rd meeting. However, for whatever they may or may not be worth at this point I have the following feeling about the Rights of Conscience Program as it pertains to civil rights cases in the South.

The great majority of legal needs are met by the NAACP. To a much lesser extent other local and national groups are occasionally helpful. Beyond this, I would venture the guess that the Rights of Conscience Program is helpful and should remain in the wings if possible for those exceptions when aid is not otherwise available. There are times when the usual assistance simply is not available or does not choose to be. I can also imagine instances when the "conscience" element of a situation might not, understandably, be a part of the concern or understanding of the traditional support.

These comments are made with the understanding you emphasize "modest" support, and exceptional cases. But, personally, no matter how little used or available, it is a source of some comfort to us that the AFSC Rights of Conscience Program remains somewhere out there as a possible place to turn.

With all good wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

LWDV

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January 28, 1964

Paul Anthony
Southern Regional Council
Room 201
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul Anthony:

It seems a long time since we talked about Charles Morgan and his work in helping open up the University of Alabama. From that case and your other associations with the American Friends Service Committee, you know about the Rights of Conscience Program.

We are currently looking at the cases we are supporting and at the potential need for further activity, especially in southern civil rights situations. The attached copy of a letter to Vincent Harding tells the whole story.

We would be very grateful for any comments or suggestions you personally or as staff of the Southern Regional Council might have to make.

With best wishes,

Yours sincerely,

Eleanor A. Eaton
Assistant Secretary
Community Relations Division

EAE:lw

cc: Barbara Moffett
Jean Fairfax

AMERICAN FRIENDS SERVICE COMMITTEE
INCORPORATED
160 North Fifteenth Street, Philadelphia 2, Pennsylvania
LOcust 3-9372

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Executive Secretary Emeritus
COLIN W. BELL
Executive Secretary

January 28, 1964

Vincent Harding
540 Houston Street, N. E.
Atlanta 12, Georgia

Dear Friend:

The Society of Friends has always been concerned for freedom of conscience. In 1669 William Penn said: "I owe my conscience to no mortal man."

The American Friends Service Committee inaugurated in 1955 the Rights of Conscience Program under a grant from the Fund for the Republic. The purpose of the Program has been:

1. to broaden the legal recognition of rights of conscience
2. to assist individuals or groups involved in difficulties as a result of conscientious motivation
3. to create a more sympathetic climate for nonconformity.

Initially the Program, staffed by two lawyers and under the guidance of a 16 member committee of lawyers and laymen, assisted a large number of individuals whose freedoms were limited by loyalty oaths, etc. In addition the Program has supported a number of Conscientious Objectors and given assistance to civil rights advocates who suffered economic persecution as a result of individual, conscientiously motivated action. We called these "sufferings grants".

Throughout its history the Program has been concerned to differentiate between general civil liberties cases and those peculiarly involving the right of conscience as well as civil liberties' and civil rights' issues. The financial need of the applicant and his supporters, if any, is always considered. If other organizations are giving assistance, the Program is not apt to participate, but exceptions are made on this. The Committee is however diligent in not duplicating the services of organizations such as the ACLU, the NAACP, in those cases where organizational interests overlap. It has also been concerned to utilize its limited funds to support cases where the legal right of conscience had not been clearly established but where successful prosecution (or defense) of a case would establish a legal precedent. A good example of this is the recent decision in the Second Circuit Court of Appeals in the case of Daniel Seeger over the Supreme Being issue.

From time to time we review the cases coming before us for consideration. This is such a review time. We ask ourselves, "are there civil rights cases not being aided by established civil rights organizations which we should help because they peculiarly involve the legal recognition of the right of conscience?"

We therefore call to your attention the existence of this Program in the hope that, should there be individuals (or groups) involved in difficulties either for legal procedures or "sufferings" grants, (because of their exercise of the right of conscience) whom you know to be in need of modest financial assistance, you will let us know the details of the case.

We would appreciate hearing from you if possible before February 3 (when the Rights of Conscience Committee meets again) as to whether you believe there is any significant number of southern civil rights cases with which the Rights of Conscience Program should properly be concerned.

Yours sincerely,

Eleanor A. Eaton
Assistant Secretary
Community Relations Division

EAE:lw

cc: Barbara Moffett
Jean Fairfax

VJ

3141 Yale Station
New Haven, Conn.
February 8, 1964

Dear Sir:

An article in TIME (Nov.15,1963) about Historian Silver of the University of Mississippi reawakened an interest I have had for a long time—that is, the possibility of working during the summer on some educational program for negroes and/or whites who for one reason or another have not been able to receive an adequate education during the regular school year. I wrote to Prof. Silver asking if he knew of any organized program of education conducted during the summer and he suggested that I write to you, implying that you do have such a program.

I would appreciate hearing from you in regards to this summer education project if such a thing does exist. Thank you very much.

Sincerely,

Andrew H. Stewart Jr.

February 10, 1964

Mr. Gordon K. Haskell
Membership and Development Director
American Civil Liberties Union
156 Fifth Avenue
New York 10, New York

Dear Mr. Haskell:

Leslie Dunbar has asked me to respond to your request relative to mailings to the members of state Councils on Human Relations. We will be happy to cooperate with you on this. One of the following would seem the best way to handle this:

1. We could send you the names--by states--of persons in the South presently receiving New South. This could be done on gummed tape to be affixed to your material. The advantage of this is the relative speed and simple procedure. The primary disadvantage is that this list would have only approximately 4,000. Some state Councils have the option of members subscribing to New South at extra cost. Florida, with approximately 1,500 members, is now in the process of sending New South directly from their office and we have less than one-third of the membership roll of the Florida Council.

2. You would write to each of the state Council directors asking for their membership. The total in the South is now something over 8,000. We would be happy to endorse your request. The disadvantage here is the effort involved for you and the state Councilsoffices, all of which are small and have a minimum of clerical help. In some instances you would get a prompt response, in others possibly not.

Please let us know which of the above seems to you most feasible.

Under either arrangement, I hope you will deal directly with the Florida Council. Their membership is probably more suited to your needs than most and the director there works very closely with the ACLU of Florida. He is:

The Rev. Louis Mitchell, Jr.
Director
Florida Council on Human Relations
356 South Beach Street
Daytona Beach, Florida.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

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January 21, 1964

Mr. Leslie W. Dunbar, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

Jack Pemberton has turned over to me your letter of January 2, in response to his request for aid to our Louisiana affiliate.

Although we had this particular group in mind, I'm sure you will understand that we regard the South as a chronic disaster area, and would very much like to add to our membership from the supporters of your local or State Councils on Human Relations. After all, it is not primarily the size of individual contributions we might get that is most important, but rather increasing the number of people who would be receiving our publications, and who might eventually feel they could like to join with other civil libertarians in common action.

One of the chief sources of building up the Union's membership in recent years has been through promotional mailings going to exchange or purchased lists of magazine subscribers, organizational contributors, etc. We are planning a mailing of from 2-3 hundred thousand for early spring. If we could include the members of the Councils on Human Relations, we would be more than happy if we got a 1-2% return.

Could you let me ~~know if this~~ or New South list? might be possible at your earliest convenience? And would you have any idea of how many names might be involved?

With best wishes,

Sincerely yours,

Gordon Haskell

Gordon K. Haskell
Membership & Development
Director

GKH:le
cc: Louisiana CLU

February 10, 1964

Mr. George De Forest
714 Peach Street
Vineland, New Jersey

Dear Mr. De Forest:

Thank you for your inquiry about employment. From time to time we do assist the state Councils on Human Relations, of which there are 11 in the South in finding staff. Currently there is an opening with the North Carolina Council on Human Relations. If you will send us a brief biographical sketch, with the standard information relative to training, employment, etc.. We will share this with the NCCHR personnel committee and any other groups where an appropriate need might arise.

Thank you for thinking of the Council. We hope your efforts to enter this field will be successful.

With best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

FRIENDSHIP HOUSE

February 13, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony,

The National Home Visit day has finally been set for April 19. We were not successful in getting top interfaith sponsorship nationally, but we will make it as interfaith as possible throughout the country.

At present we are seeking to add cities to the list of those who will participate in the day and we thought you would have some good people to recommend as conveners of such a day or as participants on a committee. Conveners would get together a local committee to carry out the day in their city--with as much interfaith representation as possible.

We are now preparing materials for the day--and will handle the national publicity.

Any suggestions you make will be very welcome. In fact, you are our top source of names from the South!

Thanks again for the visit with you last November.

Sincerely yours,

Betty Plank

Betty Plank

4233 SOUTH INDIANA AVENUE · CHICAGO 53, ILLINOIS · OAKLAND 4-7700

February 17, 1964

Mrs. Deborah Cole, Executive Secretary
Aaron E. Norman Fund, Inc.
575 Madison Avenue
New York 22, New York

Dear Mrs. Cole:

Leslie Dunbar asked me to send you a copy of the enclosed SRC Newsletter.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

Enc.

Misc

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February 19, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsythe St., N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Thanks for your very kind letter of February 10. Aryeh Neier, our field Development Officer was just leaving for Florida when it arrived. So I asked him to get in touch directly with the Rev. Louis Mitchell, Jr. with respect to their list.

I agree that, considering the staff time available here, it would probably be better to work from the New South list, rather than trying to get in touch with each of your State Councils. Thus, I would very much appreciate getting your list, whenever it is convenient for you. At the moment, our next promotional mailing is planned for May or early June, and anytime before that we could have your labels would be all right.

One bit of advice would be appreciated. Do you think we would do better with a general letter, such as we are mailing to lists all over the country, or with one dealing with the ACLU's activities and problems in the South? I'm enclosing the current package we are using. Our 20 Questions has been one of our best promotional pieces over the years, but right now we are testing its effectiveness against the Wall St. Journal reprint on some of our mailings.

I am sure you realize how much we appreciate your letting us approach your subscribers. If you at any time would like to use the ACLU list in the South (though I'm afraid it is much smaller than your's) for similar purposes, please let me know.

Sincerely yours,

Gordon Haskell

Gordon K. Haskell
Membership & Development
Director

$143.76

Mr. Robert M. Puckett

Scarsdale Community Baptist Church
Popham and Autenrieth Roads

Scarsdale, New York

Travel expenses

Field Activities contingency fund

February 20 64

Paul Anthony

February 25, 1964

Mr. Gordon K. Haskell
Membership & Development Director
American Civil Liberties Union
156 Fifth Avenue
New York 10, New York

Dear Mr. Haskell:

We will send our list of New South subscribers from the southern states in several weeks. The names will be on gummed tape.

Louisiana, Mississippi, and Texas will be very poorly represented. The Mississippi Council is just being reorganized and we do not yet have their membership--about 100. Louisiana is in the same position, though not as far along. Perhaps for some later mailing these can be included. In Texas there is no Council, except in Houston. There is a very good group (of about 500) in the Houston Council on Human Relations. You can probably get this list by writing to Mrs. Ethel Dumbauld, Executive Secretary, Houston Council on Human Relations, 5403 Austin Street, Houston, Texas. If an inexpensive insert--perhaps a mimeographed statement--could be prepared for this group, relating to ACLU interest in the South and its need to build southern strength, it might add to the effectiveness of the mailing.

Whatever, good luck on it.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

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Executive Director
MARY ALICE BALDINGER

20

Send her postage for government stuff mailed to us today

$1.60

February 25, 1964

Mr. Paul Anthony,
Southern Regional Council,
5 Forsythe St., N W,
Atlanta 3, Georgia.

Dear Paul:

Here is a part of the collection of stuff that the Clearing House received from the SRC, and that we discussed when we met at the Potomac Institute. As I told you, I threw a good deal of it away -- notably the scores of flight plan sheets and the bankruptcy forms. I'm sorry to be so late in fulfilling my promise to send it to you, but we've been sort of swamped a round here.

Now I have an abject apology to make to you and your mail room. When I told you about getting this stuff, I also told you that the 400 copies of Direct Action which I originally asked you for had not arrived. I discovered yesterday that they had arrived, and that the janitor here, figuring that they were for the conference, had stashed them away with the other conference materials that have already come in -- without telling me about it.

So now -- since you so generously sent me an additional 400 copies to replace those I thought had not arrived -- I have 800 COPIES of Direct Action. I feel like a thief. What shall I do with the extra 400?

It was mighty good to see you again. I hope you're going to be able to come to our conference in March?

Nothing

Sincerely,

Mary Alice

Mary Alice Baldinger

Other opty probably after conference return any left over -

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February 26, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St.
Atlanta, Georgia

Dear Paul:

I am planning another brief field trip for EFC, and would like to do some promoting and recruiting in Atlanta on March 16, 17 and 18 (if that much time is required).

Will you kindly let me know if this will be a convenient time to meet with you and other appropriate persons in your area.

I look forward to hearing from you.... and seeing you again.

Cordially,

Doris

Doris Bardon

Call Connie JA 3-8322 Make sure SCHR'S get this

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA, PA. 19104 • AREA CODE 215—BAring 2-1106 • CABLE, NATSTUD

February, 1964

Dear Friend:

We are writing to you as one who comes in daily contact with students in hopes that you will assist us in recruiting one or more students from your campus who might become a candidate for one of twenty scholarships offered by the United States National Student Association. These scholarships are available to students in the South to attend the annual Southern Student Human Relations Seminar.

The Seminar was started seven years ago by student leaders who had a concern in the general area of intergroup relations. The purpose of the Seminar is to provide for Southern students an intensive study of Southern history, politics, economics, religion and minority group problems. It is open to all students on Southern campuses, whether or not the school they attend is a member of USNSA.

We are interested in having students apply who have a sincere interest in the field of intergroup relations and a commitment toward solving the racial problems of the South in a peaceful, democratic manner. Students who apply must also be willing to commit themselves to a rather rigid program of reading, lectures and discussion and should have the ability to relate to other students in a community setting. We are anxious to attract students with sufficient commitment to merit the opportunity we are able to offer and with maturity enough to profit from this kind of experience. We believe that we have one of the more outstanding summer programs available for college and university students.

The Seminar will be held at the University of Minnesota in Minneapolis, and is for a period of three weeks beginning July 27th and ending August 16th. Funds are also available for the students selected to remain through August 27th for the Seventeenth National Student Congress of NSA, which attracts over one thousand students from throughout the United States. The scholarship includes travel, room and board, and all expenses at the Seminar, except spending money, and there is little opportunity to spend large sums of money.

Planning and supervision of the Seminar are provided by the Southern Office of the USNSA. Outstanding professional and academic personnel are brought in to treat each of the areas covered in the curriculum. In addition to a Director, a Counselor and Consultant spends the entire period with the students.

It would be a service to us and, we believe, to the betterment of human relations in the Southern region, if you would see that the

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enclosed application reaches an interested student on your campus. Other applications will be furnished upon request, or students may contact the Southern office directly. Applications must be received at the Southern Office by April 9th, to be considered by the Selection Committee.

Thank you very much for your cooperation, and we shall look forward to hearing from your campus.

Sincerely,

Joel Sharkey

Joel Sharkey
National Affairs Vice-President, USNSA

Constance Curry

Constance Curry, Director
Southern Office, USNSA
Room 701, 41 Exchange Place, S.E.
Atlanta, Georgia 30303

Enclosure

APPLICATION FORM

Seventh Southern Student Human Relations Seminar
July 27 - August 27, 1964
University of Minnesota

General Instructions

A. Please fill in this form as completely as possible. It will be used as a basis for selection of participants in the Seventh Southern Student Human Relations Seminar.

B. When space is insufficient, continue answers on the reverse side of the page, numbering them to match correct questions.

C. Please print clearly or type.

D. All applications and supporting materials must be received by April 9, 1964. Notice of final selections will be mailed by May 9th.

1. name Mr. / Mrs. / Miss _____
(last) (first) (middle)

2. school _____

3. class & expected date graduation _____

4. current school address _____

school phone number _____

dates you can be reached here _____

5. permanent home address _____

home phone number _____

dates you can be reached here _____

6. summer address _____

phone number _____

dates you can be reached here _____

7. parent or guardian _____

address _____

phone number _____

8. your field of academic concentration _____

9. List important extra-curricular activities and offices (on campus and in community).

10. List positions or responsibilities you will have on campus during the school year 1964 - 1965.

11. Describe any campus, community, or organizational experience in human relations, interracial programs, or formal discussions.

12. State whether you have ever attended a USNSA national or regional congress or conference. Give the location and date.

13. Who contacted you or how did you hear about the seminar?

14. Please attach a statement in 500 words or less indicating your reasons for being interested in this Seminar.

15. Please have a transcript of your college grades sent to the address given in number 17.

16. An effort will be made to have each applicant personally interviewed by NSA staff personnel or by Southern Advisory Committee members.

17. When you have completed this form, please return it immediately to:

Southern Office, USNSA
Room 701, 41 Exchange Place, S.E.
Atlanta, Georgia 30303

18. (See attached page.)

Signature _____

Date of birth _____

Place of birth _____

DEADLINE FOR APPLICATIONS: April 9, 1964

SELECTION DATE: by May 9, 1964

18. Please list the name, address and position of one faculty member and one student leader who are in a position to evaluate your personal and academic qualifications. Note: Recommendation forms will be sent directly to them.

(If you are unable to return this entire application immediately, please send this section to us now.)

A. name _____

position _____

address _____

B. name _____

position _____

address _____

your name _____

college _____

address _____

PA - K Pin office would like 2 talk sometime today
Vt Vall
2 MOVO

Misc — M

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PATRICIA CAYO SEXTON
NORMAN THOMAS
ROWLAND WATTS
CHARLES S. ZIMMERMAN

FAY BENNETT
executive secretary

JAC WASSERMAN
project director

OCIE LEE SMITH
Louisiana-Arkansas representative

L. S. JAMES
South Carolina representative

ART EMERY
Tennessee representative

JEANETTE ALLEN
GAIL HERSHBERGER
administrative assistants

February, 1964

Dear Friend:

We are pleased to send you enclosed four fact sheets on various government and other programs designed to aid farm families and rural people. We hope that you will find these informational circulars of value and that you will help us to distribute them to the people who can benefit from the information they contain.

These fact sheets and others now in preparation will later be incorporated into a handbook. We would welcome any suggestions or comments you may have regarding these fact sheets to help us make the material in them more useful.

Please let us know if you would like us to send you additional copies of any of these fact sheets for distribution to farm people in your area.

Sincerely yours,

Fay Bennett

Fay Bennett
Executive Secretary

fb:gh
encs.

What you should know about

ACREAGE ALLOTMENT PROGRAMS
(for cotton, rice, and peanuts)

This fact sheet tells how the acreage that you can plant in cotton, rice, and peanuts is determined, when it is determined, and what you can do if you think that you are not being fairly treated. It does not try to tell everything about how acreage allotments, along with marketing quotas, operate as a part of the overall price support program.

Market quota, referendum, and acreage allotment

Your local or county ASC committee* each year holds a referendum called by the Secretary of Agriculture to approve the marketing quota for each of these crops for the coming year. This referendum is held not later than December 15th (except for rice, which may be held in the following January). Before the referendum is conducted, your ASC county committee has made the acreage allotment for each farm in your county, and the notice of your allotment (if you are entitled to one) should have been mailed to you. If you hear that a marketing quota referendum is going to be conducted and you have not yet received your notice of acreage allotment, check at once with your county agent or at your local ASC office.

Who takes part in the referendum, the ASC committees, and the acreage allotments

You are entitled to participate in the referendum (and in the election of your local ASC committee) if you operate a farm as a sharecropper, tenant, or owner and are entitled to an acreage allotment. You must have an acreage allotment if you produce cotton, rice, or peanuts for market (if two-thirds of the producers of the country who vote in the referendum approve the marketing quota for the crop).

How big an acreage allotment should you get?

The acreage allotted to you should be your fair share of the acreage allotted to your county for the crop. Generally, your fair share is based upon the past crop history of your farm and of the other farms producing the crop. (Abnormal growing conditions, the land, crop rotation, and your own experience are sometimes considered.) The allotments for all the farms in your county are listed at the ASC county office. Examine this list right away if you do not think your allotment is fair. Even if you have a small farm or a new farm you are entitled to some allotment for the crop. Ask the ASC office or your county agent to explain your allotment to you.

What to do if you don't get your notice on time or think your allotment is unfair

If you do not get a notice of your allotment in the mail at the same time that your neighbors get theirs and before the marketing quota referendum,

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*The ASC committees are committees elected by the local farmers to help carry out the programs of the Agricultural Stabilization and Conservation Service of the U.S. Department of Agriculture.

inquire at once at your local ASC office and write a letter to the Secretary of Agriculture, Washington 25, D.C., telling him what happened.

When you get a notice of your allotment in the mail, read it carefully right away and save it. If you do not understand it, ask your local ASC office or your county agent to explain it to you. If you are not satisfied with the acreage allotted to you (or your farm marketing quota upon which it is based), file a written application for review with your local ASC committee within fifteen days of the postmark on your notice. Keep a copy of the application for yourself.

If you apply for a review of your allotment in time, it will be reviewed by an ASC review committee of three farmers who have been appointed by the Secretary of Agriculture and who are different from your local ASC committee. This committee will change your allotment if it decides, after considering all aspects of your case, that you did not get a fair share of the crop acreage allotted to your county.

If you still do not think that you are being treated fairly after the review committee has made its findings, you can appeal to the United States District Court or to the State Court of your county for further review. This is likely to be expensive, however, and you should get legal advice before you try to do this.

How to get an extra allotment

If you want to put more acres in the crop than you were first allotted, apply to the ASC committee. The county committee has held in reserve part of the allotted land to take care of the adjustment of any claims made, and sometimes growers do not want to plant all the acreage given them. This excess is divided among all those who apply for it.

The measurement of your land

The correct measurement of your farm is important to you and to the government. If your fields are measured too big, you will not be planting all the acres to which you are entitled. If they are measured too small, you may be planting more than you were allotted and have to plow up some of it or be subject to other penalties. Regularly--at least once every three years--the local ASC committee is supposed to measure all the lands you cultivate without cost to you and can, at any time, check by measuring to be sure you are not planting an excess of the crop. If you request it, the ASC committee must measure your fields before you plant them or will remeasure them later. But you must pay for the cost of this special measurement, so be sure you find out how much it is going to cost you before you ask the committee to do it. If you don't ask for prior measurement or remeasurement, you are bound by the ASC committee's determination of your acreage.

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If your ASC committee office does not treat you with fairness and with courtesy, or if it segregates you or discriminates against you in any other way, get all the facts you can, including what happened and when and where it happened. Get the names of the persons involved and of witnesses if you can. Send a full report of it to the Secretary of Agriculture, Washington 25, D.C.

Prepared by NATIONAL SHARECROPPERS FUND, 112 E. 19 Street, New York 3, N.Y.

What you should know about

HOW FARMER COOPERATIVES CAN HELP YOU

A cooperative is a business owned and operated by the people who use the goods and services it supplies. It is one way that people can pool cash and some of their other resources to work together for a better life for each of them.

Most successful farm operators depend upon cooperatives. They get their electricity through their local rural electric cooperatives, and their seed, fertilizer, feed, and other supplies through purchasing co-ops; sell the products they grow through marketing co-ops; and borrow the money they need to carry on their operations through cooperative land banks and credit unions. Even the smallest farmer -- and the farm worker, too -- may find that cooperatives can help him save money in his farming and in supplying his family's needs.

An Example of a Need - Credit Unions

One of the easiest ways to save money is not to borrow it from the landlord, the supply merchant, the ginner, the loan shark. Yet almost all farmers and sharecroppers must borrow during the growing season, and farmworkers often must borrow during the off season. A study showed that Negro small farmers in St. Landry Parish, Louisiana, were really paying their landlords 11.7% and their supply merchants 14.8% interest (even though it was reported at a lower rate). Those who could borrow from the Production Credit Association or from a bank paid 6% to 6.8% interest (with no extra hidden charges). Most of the loans were from $50 up to $500.

A credit union is one kind of cooperative. It could have lent this money cheaper and might have worked out a better schedule for repayment. It might have been able to help those that the Production Credit Association and the banks would not help, including farmworkers and non-farmers.

How a cooperative operates

A cooperative is organized to save money for all its member-users and to bring them needed services, not to make a profit for just a few stockholders. Most cooperatives operate on these basic principles.

1. Open membership. Anyone can join who can use its services and pay its membership fee. (You have to be a farmer to belong to many farmer co-ops. The fee depends upon the kind of business, usually ranging from $5.00 to $100.00.)

2. Democratic control. The business is controlled by the members, every member can vote, and each member usually has only one vote no matter how much stock he owns.

3. Limited interest on capital invested. Members buy shares in the cooperative so that it will have enough money to operate, but it is set up to serve its members, not to make a profit, so the members limit the amount of interest they pay themselves on their invested capital.

4. Service at as near to cost as possible. After cooperatives have paid their operating expenses and put something in reserve for the future, they pay the interest owed to the members on their invested capital. The money left over is paid to the member-users as patronage refunds. This means that it is divided up on the basis of goods bought or services used during the year. The more you use your co-op the larger refund you will get.

Types of cooperatives

There are almost as many kinds of cooperatives as there are needs for goods and services. Here are a few that have been most useful for rural people:

Purchasing co-ops - to buy at wholesale and to sell to their members such products as seed, fertilizers, machinery, gasoline, home appliances, and groceries.

Marketing co-ops - to gin, pack or prepare their members' products for market; and to sell them locally or ship them to market.

Credit unions - to lend money to its members at reasonable rates. Usually, all members must belong to the same organization, such as a church or civic group.

Other Service co-ops - to own and operate expensive machinery; to develop water, forestry, and conservation districts; to build and operate housing for older persons, and health clinics; to reduce insurance and funeral costs.

How to use a cooperative -- or start a new one

First, visit the cooperative nearest you. Get its literature on how it operates and how to join. If it can meet some of your needs, join it, take part in its meetings, vote in its elections, and use its services. If there is no co-op nearby, try to get the one that best meets your needs to open a branch in your area.

Many co-ops have failed. Before starting one, learn if a cooperative will meet your local needs and if you have the resources to make it successful. (This is called a feasibility study; experts on cooperatives can help you with this.)

Some of the causes of co-op failures have been: (1) Not enough persons in the area had enough need for it; (2) The members did not understand how cooperatives really operate; (3) There was no convenient source of supply for a purchasing co-op or a reasonable market for the products of a marketing one; (4) The manager was not qualified to run the business; (5) The members could not raise enough capital (although loans may have been available if the plans were really feasible).

No matter how big some cooperatives now are, most of them started with just a few persons sitting down and planning together how to get the things and services they need cheaper and better. But expert help is needed; get it from the start.

How to get help

Private organizations and the federal government are ready to help you learn about cooperatives, and to form one if a feasibility study shows you can use one successfully. For further information on cooperatives and the nearest cooperative association that may help you, write to: The Cooperative League of the USA, 59 East Van Buren Street, Chicago, Illinois 60605.

For information and help on credit unions, write to: Credit Union National Association, 1617 Sherman Avenue, P.O. Box 431, Madison 1, Wisconsin.

The Farmers Cooperative Service of the U.S. Department of Agriculture (Washington, D. C. 20250) is set up to advise and help farmers organize and operate cooperatives successfully. Write to it for Bulletin Reprint 6, What is a Co-op, and Circular 18, Organizing a Farmer Cooperative, and for other information. Ask Farmers Cooperative Service for help as you go along.

Prepared by NATIONAL SHARECROPPERS FUND, 112 E. 19 Street, New York, N. Y. 10003

What you should know about

FARMERS HOME ADMINISTRATION LOANS

If you are a farmer and need additional funds at reasonable terms and rates to consolidate debts, for operating expenses, to improve your crop, stock, house, or buildings, or to buy a farm or equipment, Farmers Home Administration may be able to help you. You may have been turned down for an FHA loan in the past--or have been told that it is useless for you to apply. But if your farm experience makes you believe that with enough credit you can manage a farm successfully as either an owner or a tenant, you should apply again. Be sure to apply in writing, as only written applications can be considered.

Floyd F. Higbee, FHA Deputy Administrator, instructed all FHA offices:

"We must concentrate on helping farmers improve their conditions... rather than to use their problems and shortcomings as a basis for rejecting their applications for assistance....The best efforts of this agency are now directed specifically to assisting family farmers through loans and guidance to the end that no deserving family farmer will have to give up the struggle of remaining on the farm because of factors that have come about through reasons beyond his control." (FHA Bulletin No. 691, February 15, 1961.)

Kinds of loans available

If you think any of the FHA loans listed here might help you, ask your FHA county office for the special leaflets that will tell you much more about them.

Operating loans: To help make your farm and home operations successful. Loans for livestock, feed, fertilizer, and farm equipment; for food, clothing, medical care, and other household expenses; to refinance debts; to produce trees, and to do other things to make your farm more productive. Terms: Loans up to seven years at 5% interest; 3% interest for forestry operations.

Farm Ownership loans: To buy, enlarge, and improve family farms. Loans for farm homes and buildings, to drill wells, to develop and improve forest or recreational enterprises. They are for larger, longer-range projects than operating loans. Terms: Loans up to 40 years at 5% interest; 3% interest for forestry.

Rural Housing loans: To build or improve farm homes or buildings, or non-farm homes in rural areas or communities of less than 2500. Loans to install heating or water, or to modernize; or to buy a house or homesite for persons over 62 years. Terms: Loans up to 33 years at 4% interest. Owners unable to repay a loan may be able to get a grant of up to $1000 for minor safety or health improvements.

Water Development and Soil Conservation loans: To improve your water supply and your land; for wells, farmstead water, irrigation and drainage, grading, fertilizing and seeding; to develop permanent pastures and improve forestry practices; to join a water district; and to pay for engineering plans and legal fees. Terms: Loans up to 40 years at 5% interest; 3% for forestry.

Emergency loans: To help farmers who need special credit to carry on their normal operations because of widespread losses caused by floods, droughts, and other natural disasters. They are usually made only in areas specially designated by the Secretary of Agriculture but sometimes can be made when only one or a few farmers are affected. Terms: Loans up to 7 years for livestock and equipment, up to 20 years for buildings and land improvement, at 3% interest.

Loans to groups: These are available for watershed improvement, water systems, irrigation, soil conservation, the development of grasslands, and forestry and recreation enterprises, and for the building of housing for older persons. Ask the FHA county office for information about these programs.

Who is eligible for FHA loans

The special requirements for the different types of loans are given in the FHA leaflets. All of the loans (except for rural housing) require the following:

1. that you are unable to get credit for the loan you need at reasonable rates and terms from private or cooperative lending agencies;

2. that you have a farm background and the farm experience or training necessary to be successful in carrying out the planned farm operation;

3. that you work out a plan with the FHA county supervisor that will make it possible to carry through the operation and pay off the loan;

4. that after the loan is made you actually will be managing or operating a farm either as owner, or tenant under a written lease, and that you be of legal age (and, in some cases, a U.S. citizen);

5. that you have the character, industry, and ability to carry out the farming operation for which you obtain the loan.

How to apply -- Who determines whether or not you are eligible

Consider your own farm operation very carefully. If you think that with a loan you can increase your cash income enough to both live better and pay off the loan, ask the FHA county supervisor to help you plan your operations and help you prepare your application. Your application will be reviewed by the FHA county committee which will decide whether or not you get the loan. The FHA committee is made up of three local farmers appointed by the FHA state director. The committee may ask you and your family to meet with it. Try to have other farmers who know you tell the committee about your background and ability. The local committee should decide in about two weeks. Appeals may be taken to the state director. Even if you don't qualify for an FHA loan at this time, the FHA office can help you plan for farm improvements.

What to do if you think you are not being treated fairly on an FHA loan

You have the right to have the FHA county office help you review your farm operations and plan your improvements. You are entitled to be treated with courtesy at the FHA county office and to receive help in preparing your loan application. If other debts are keeping you from qualifying, the FHA office may be able to help you try to work out new arrangements with your other creditors. The FHA county committee must consider your application fairly regardless of your color, the smallness of your farm, or any bad credit or operating experiences in the past.

Keep a careful written record of all your contacts with the FHA office and a copy of your applications. Keep every letter or notice that is sent to you, and keep the envelope it came in. If you think that you are not being treated fairly, write a letter telling everything that happened to: The Administrator, Farmers Home Administration, U.S. Department of Agriculture, Washington, D.C. 20250.

Prepared by NATIONAL SHARECROPPERS FUND, 112 E. 19th Street, New York, N.Y. 10003

What you should know about

SURPLUS FOOD PROGRAMS

What they are

"Surplus food" is some of the food the farmer grows but cannot sell at the price he wants to get for it. It is available for distribution to people who need it but cannot buy it because they are out of work, unable to work, or paid too little when they are working to carry them over the off-season, or because disaster strikes.

The Department of Agriculture buys or takes over this food under price support and other governmental programs and, through the Agricultural Marketing Service, gives it to state and local welfare agencies and to schools. The federal government usually does not distribute this food directly to the persons who need it, and the Department of Agriculture does not have the money or the staff to do this except on an emergency basis.

How the food is distributed

1. Direct distribution through local public welfare agencies. The Agricultural Marketing Service packages the food and delivers it without charge to central distribution points within a cooperating state. Local public welfare officials decide whether or not they want to participate, to what extent, and for what period of the year. As they pay the cost of collecting the food from the central depots in the state and of distributing it to the persons entitled to it (sometimes with help from the state), there is no way legally to force a local community to take part in the program--or continue in it--if it does not want to do so. Occasionally, a local community has permitted a private welfare agency to assume the responsibility for (and the costs of) local distribution, but the public officials still must supervise the program with the help of AMS workers.

If a local community does take part in the direct food distribution program, it must follow the standards set by the federal government. It can distribute the food only to those in need, and it determines what families are in need. However, it cannot apply different tests to different families. It cannot deny food to persons because of their color or punish them by withdrawing food because of their civil rights or other political activities.

If your community is not taking part in the program or if it ends the program altogether at the end of the off-season, only negotiation or public pressure can bring it to take part or continue in the program. Sometimes local civic and religious groups can be persuaded to intervene. Sometimes a private welfare agency will take up the burden with the consent of the local officials. Sometimes state officials or the Department of Agriculture will intercede.

2. National School Lunch Program. Any public or nonprofit private school can take part in this program if it operates its lunch program on a nonprofit basis, serves lunches free or at a reduced cost to those who cannot pay the full price, and serves lunches that meet the Department of Agriculture's nutritional standards. The federal government will pay $1 out of every $4 paid for some of the food bought locally for the lunch program and will contribute

most of the rest of the food needed. Any group, such as a parent-teacher association, church, or fraternal or other service club, can help the local school start and carry on the program.

If your local school does not have a school lunch program, find out why from the school board. Interest local individuals and groupsin helping to get a program launched. Seek help from the state Department of Education, which supervises the program in each state.

3. Special Milk Program. Even if a school does not take part in the school lunch program, it can still get federal assistance to serve milk free or at a reduced cost. This aid is also available for camps, orphanages, and other child care institutions. For information, write to Agricultural Marketing Service, U.S. Department of Agriculture, Washington 25, D.C.

4. Disaster Relief. Substantial supplies of federally-donated food are almost always quickly available to whole communities when such disasters as hurricanes, floods, drought, and widespread fire strike. But disasters sometimes strike single families too, and the same relief is often available if quickly sought. Check in time of need with local welfare officials and the local chapter of the American Red Cross.

The Food Stamp Program

This is an experimental program operating on a limited budget, and it is not now being expanded to new communities. It permits low-income families to spend their food money to buy food stamps of higher value. The family can then use the stamps to purchase food at any grocery. If you think that your community has a great need for this program, rally local backing and write to the Secretary of Agriculture urging that you be included in it.

If you find that any federally-assisted food program is not being administered fairly and you cannot work it out with local and state officials, gather your facts carefully and send a full account of them to the Secretary of Agriculture, Washington 25, D.C.

Prepared by NATIONAL SHARECROPPERS FUND, 112 E. 19 Street, New York 3, N.Y.

March 2, 1964

Mrs. Doris Bardon
Field Director
The Encampment for Citizenship
2 West 64th Street
New York 23, New York

Dear Doris:

March 16-18 is a good time for me. I'll be here part of that time at least, probably all of it. On quick check it also looks as if many of your other people will be in town.

Look forward to seeing you then.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

March 4, 1964
Box 796, Grinnell College
Grinnell, Iowa

Southern Regional Council
5 Forsyth St.
Atlanta, Georgia

Dear Mr. Anthony,

Through Mrs. Caroline Hamsher, I became acquainted with the type of studies the Southern Regional Council has done. Presently I am a junior at Grinnell, College and am attempting to determine the possible bearing the civil rights issue may have on the 1964 Presidential election for my political science project. In order to assess the probable effect of this issue, I have been attempting to consider its effect on previous Presidential elections and to determine the present intensity of feeling on civil rights especially in the South. If the council has prepared any studies which would be relevant to this question, I would appreciate a reply. Thank you for your cooperation.

Sincerely,

Marta Nevampaa

Marta Nevampaa

Polls of Attitudes
Newsweek 10-21-63
Natl & some Southern statistics
Washington Post 10-15-63
Harris Survey: Natl & Southern

Most polls indicate intensity of feeling in general areas which would compare with various c.r. bill titles.

March 5, 1964

Miss Nell C. Henry
The Council on Human Relations
281 The Arcade
Cleveland 14, Ohio

Dear Miss Henry:

As last year, I'll have to refer you to other sources for definite word on summer workshop plans.

Spring Hill College, in Mobile, Alabama, plans to hold its third annual human relations workshop. Father Albert Foley, of that college, can give you details.

USNSA will again have its annual Southern Student Human Relations Seminar, held at the University of Minnesota. I understand that Connie Curry, Director of the USNSA Southern Human Relations Project, has already written you about this one.

I'm enclosing an updated list of Human Relations Councils in the Southern states so that you may write them to see if they know of workshops to be held in their own states.

Let us know if we can help you in the future.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

March 5, 1964

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.E.
Washington 6, D. C.

Dear Miss Baldinger:

Paul Anthony asked me to send you the enclosed check in the amount of $1.60 for postage for the materials you mysteriously received with our address label on them. Nothing in them gives us any clue to how this could have happened. We'll turn them over to the post office.

When you have the opportunity--and this probably won't be until after your conference--could you send back to us all copies of Direct Action you don't need?

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

Clearwater
9-6234

2495 REDDING ROAD
FAIRFIELD, CONNECTICUT

C.T. Vivian
Andy Young
Miss McDonald

March 7, 1964

Mr Paul Anthony,
Southern Regional Council,
5 Forsyth Street, N.W.
Atlanta 3, Georgia.

Dear Mr Anthony:

I had great good luck on my Louisiana and Mississippi interviewing, with much credit due to your help. Mrs Harvey was very kind, and through her I met a good many other people in Mississippi. Those tapes are now being transcribed, along with a batch from Washington.

But I am back at you with another appeal. I have the great problem of trying to coordinate my Atlanta dates, something that I am finding almost impossible at this distance. I don't expect to get all the people there on one trip, but I should like, if possible, to get them in two clusters -- or even to get them at all in any number of clusters. Dr King, Mr Abernathey, Mr Walker and Mr John Lewis have said they were willing to give interviews, and I gather that Mr Branton has also said to my friend Louis Pollak, of the Yale Law School, that he would agree. Is it asking too much -- though I know it's quite a lot -- that your office try to set up some dates? If it isn't feasible, just say so -- and say I'm damned presumptuous, too, if you want. I am now free until March 19; then after April 3, except for April 8, until May 1. Of course, as other dates firm up, things narrow, but I should try to make things pivot around whatever might be developed there. In addition to the people I've mentioned above I'd hope to talk with James Forman, Reverend Shuttleworth, and Dr Mays, plus anybody you thing useful.

I'm feeling pretty guilty about this appeal, but things seem to be bogging down and the time grows short.

Gratefully,

Robert Penn Warren

Dilby
Mart Luther

Clark Woodrow.
Misc.
(USNSA)

513 LINDEN ROAD
SOUTH HILLS
CHARLESTON 4, WEST VIRGINIA

March 10, 1964

Dear Paul,

Enclosed please find — et cetera. And thank you very, very much again.

Decided to stop off in Charleston and see the folks on my way to Phila. Have some ideas on the psyche of W. Va — you will note that its only toll road (which loses money horrendously) goes south, from Charleston to Princeton (across the mountains from Wytheville) — while the most obviously lucrative route would be north to Wheeling & Pittsburgh. Can't say it proves anything, but can't say it doesn't, either.

I hope, by the way, that the next time we [redacted] get together I can prevail upon you to consume something a bit stronger than beer — on me of course.

Please give my best to all — especially Miss Long — whose novel, Louisville Saturday, you may warn her, I thoroughly intend to kid her gently about.

Sincerely

Clark Th.

Student Nonviolent Coordinating Committee

6 RAYMOND STREET, N.W., ATLANTA 14, GEORGIA • 688-0331

156 FIFTH AVENUE, NEW YORK, NEW YORK 10010 • YU 9-1313

March 11, 1964

Paul Anthony
Southern Regional Council
5 Forsythe Street
Atlanta, Georgia

Dear Paul,

Though I haven't had contact with you since back last Fall sometime, I believe, it is my assumption that you are still the general coordinator of activities as SRC. Hence this letter:

We've been working here in New York on a general fund-raising and educational program, trying to education people to what is happening in the South and raise money for tis continuation. One of the things we have found to be necessary is to set up some sort of a civil rights reading library here at the office, partly to educate our own volunteers and other people we chance to come upon in the course of work.

What would be the chances of SRC donating some material to our library? Much as we feel this is an important thing to set up, we are reluctant to spend much money on it and are hunting contributions.

We could use such things as your special reports, a sub to New South, books like Robert Penn Warren's, etc.; you know best what you have around that a good civil rights library could use.

Particularly we would like to get a couple of copies of Howard Zinn's pamphlet on Albany. I discovered the other day that we don't even have a file copy here; and there don't seem to be any copies anywhere in New York.

Thanks, Paul. Any help will be appreciated.

Sincerely yours,

Jim

Jim Monsonis
Staff, New York Office

If you ever get up this way with a moment to spare, give us a call.

"One Man, One Vote"

CONSULTATION PROGRAM
INTER-ORGANIZATION WOMEN'S COMMITTEE

Atlanta, Georgia March 15-16, 1964
Americana Motor Hotel

SUNDAY, MARCH 15

3:30 - Registration (Mezzanine)

4:00 - Opening Session (Brunswick Room) - Mrs. Paul McClellan Jones, Vice President, National Board, YWCA, Presiding

Why Are We Here - Mrs. Jones

Who Are We - Representatives of National Organizations introduce their participants

Historic Role of Women - Mrs. M.E. Tilly, Member, National Christian Social Relations Advisory Committee, United Church Women

5:30 - Adjourn

6:00 - Dinner (Columbus Room)

Invocation - National Council of Catholic Women

7:00 - Meeting - (Brunswick Room) - Mrs. Joseph Willen, President, National Council of Jewish Women, Presiding

Panel of young women who have been in jail - Moderator, Dorothy Height, Staff, National Board YWCA

Facts as Guides for Action -
Legal Rights - Norman Amaker, Attorney, NAACP Legal Degense and Educational Fund.

Penal Standards - Donald Goff, General Secretary, The Correctional Association - New York

Questions and Discussion

9:30 - Informal Social Hour

MONDAY, MARCH 16

9:00 - Announcements (Ballroom B) - Mrs. Jones

Opening statement about Work Groups - Margaret Roach, Staff, National Council of Catholic Women

9:30 - Work Groups

1. (Eastman Room)

Helen Raebeck	-	Discussion Leader
Dr. Jeanne L. Noble	-	Reporter
Mrs. James D. Wyker	-	Recorder

2. (Augusta Room)

Carrie Meares	-	Discussion Leader
Margaret Roach	-	Reporter
Ruth Hill	-	Recorder

3. (Brunswick Room)

Margaret Mealey	-	Discussion Leader
Mrs. Sidney Weinstein	-	Reporter
Mrs. Louis G. Cowan	-	Recorder

11:30 - Break

12:00 - Lunch (Ballroom B)

Invocation, National Council of Jewish Women

1:00 - Panel Reports from Work Groups, Dorothy Height, Chairman

Margaret Roach
Mrs. James D. Wyker
Dr. Jeanne L. Noble
Mrs. Sidney Weinstein

Guides for action as we return to our communities

2:30 - Closing Statement - Mrs. Jones

Benediction - United Church Women

2:45 - Tea (Ballroom A)

3:30 - Adjourn

RPR - 3/10/64

YWCA
National Board of the Young Women's Christian Association of the U.S.A.
600 LEXINGTON AVENUE
NEW YORK 22, N.Y.
PLAZA 3-4700
CABLE: EMISSARIUS, N.Y.

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March 12, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St., N.W. Room 201
Atlanta 3, Georgia

We are delighted to learn from Ruth Hill that you can be with us in our Consultation on Monday, March 16, at the Americana Motor Hotel.

I am enclosing a part of a letter sent to our members inviting them to participate in the Consultation. This states briefly the nature of our concern and our hopes for the consultation. I also enclose a copy of the program for the two-day sessions.

You will note that there are three work groups. All groups will be discussing the same general questions directed toward developing some guides for action as they return to their communities. We need you as a resource in one of the groups. Your experience and understanding of the situation in the South will be helpful to our participants as they work together on plans for effective action. We will be able to tell you the work group to which you will be assigned when you arrive Monday morning. We, of course, would be very pleased to have you with us Sunday evening if it is possible for you to attend that session.

We look forward to seeing you and working with you.

Sincerely,
Wilbred McC Jones

Mrs. Paul McClellan Jones
Vice President

Encs.

8

Dear

We have been concerned by reports of instances of improper and degrading treatment of women and girls jailed in protest demonstrations and have met with representatives of four other national organizations to discuss this problem - the National Council of Catholic Women, the National Council of Jewish Women, the National Council of Negro Women, and the United Church Women. They share our concern, as we know you do, whenever and wherever women are subjected to indignities, indecencies, and abuses, and we have agreed to work together in an effort to correct these conditions.

In our discussions it has been proposed that each of our five organizations gather representative women from communities where there has been and is likely to be further tension so that local women, aware and concerned, will be in a position to effect a united plan in behalf of any women who are the victims of such treatment. In such an exchange of information and discussion of possible actions on the local level, you can help us deterine how the YWCA and other organizations at the national level can give support and help to their members in these critical days.

Plans are under way for a private consultation of approximately eighty representatives of the five organizations in Atlanta, Georgia, on March 15 and 16, 1964, starting at 3:00 P.M. on March 15 and ending not later than 4:00 P.M. on March 16. It will be held at the Americana Motor Hotel. You are one of a selected group of women invited to participate in this consultation.

Sincerely yours,

Mrs. Paul McClellan Jones
Vice President

RPR
3/10/64

March 17, 1964

Mr. G. C. Harcourt
Administration Officer
Wilton Park
Wiston House, Steyning, Sussex
England

Dear Mr. Harcourt:

Please forgive the delay in responding to your good letter of February 18. A heavy travel schedule and the uncertainty of obligations in the fall has made it difficult for me to reply until this time.

I am deeply grateful for your invitation and my application for the 66th conference, October 18-24, is being mailed today.

Should the application be accepted, I shall look forward with pleasure to meeting you and your associates.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

March 18, 1964

Mr. Jed Johnson
Jed Johnson for Congress
Chickasha, Oklahoma

Dear Jed:

Thanks for the flyer. Please send me a few more. Would like to give you a public endorsement except that would probably end your chances. In lieu of that am doing the enclosed. It should raise $20.00. Of which, 50% is enclosed.

The very best of luck.

Sincerely,

Paul Anthony

P.S. Your slogam re LBJ is corny as hell.

PA:mm

March 18, 1964

Mr. Jim Monsonis
Student Nonviolent Coordinating Committee
156 Fifth Avenue
New York, New York

Dear Jim:

Under separate cover we are sending a supply of the Zinn pamphlets and a collection of most everything we have. The educational phase of your effort doesn't particularly interest me but certainly hope this will help in the fund-raising part! Also a subscription to New South is being arranged and back issues are being included in the packet.

Will certainly drop by if I ever get to New York. And, you plan to come down here sometime.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

March 23, 1964

Miss Marta Nevampaa
Box 796 Grinnell College
Grinnell, Iowa

Dear Miss Nevampaa:

Enclosed is a list of Council publications. We will be happy to send you copies of any of the material you may find of use, though none of it, nor none of our research, bears directly on your questions.

I am sure you have been directed to White's Making of the President, 1960. Also in Newsweek of October 21, 1963, you will find the results of opinion surveys which may help you. A Harris survey reported in the Washington Post of October 15, 1963, may also be of help.

Certainly, civil rights is the major domestic issue and as such it has a priority position in any presidential contest.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

United States Youth Council

345 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

MUrray Hill 7-8300

March 24, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W. (Rm. 201)
Atlanta, Georgia

Dear Paul:

I am still laughing over the marvelous Revue you took Doris and me to last Wednesday evening. I must admit that I am hoping plans for a summer stay in Lenox, Massachusetts may work out. I can guarantee that a large contingent of New Yorkers will put in many an appearance as an audience.

I appreciated very much your taking the time to sit down and talk about bringing one of the WAY Post-Assembly Tours to Atlanta. I feel much more confident now about the situation there, having heard what you, Maggie and Connie had to say about it. Many of the suggestions thrown out at the meeting were excellent and I have high hopes for their stay in Atlanta. If you have any questions concerning the tours, please let me know.

As you may remember, I asked about contacts to be used in getting Dr. Martin Luther King to speak at the Assembly. I will be giving your name to our Conference Administrator, Miss Joan Clark, and to our Program Consultant, Mr. Anthony Smith, and one of them will get in touch with you concerning the invitation.

I am looking forward to your next visit to New York and hope that we can show you some Northern hospitality that will at least come close to the Southern hospitality you showed us.

Many thanks and best wishes.

Sincerely yours,

Nancy

Nancy Sherwood
Acting Executive Secretary

NS:mps

April 2, 1964

Mr. Ed Barber
Harper & Row, Publishers
49 East 33rd Street
New York 16, New York

Dear Ed:

Please forgive this long delay. In addition to procrastination and travel, I haven't had the kind of definite information and ideas you need. I was unable to make a meeting of the Mississippi Council last week where I had hoped your summer could be discussed. As vague as my earlier statements were, they come as close as possible to an accurate description of what is needed in that state in an effort to find the good people and give them some sense of not being in complete isolation. But, I will try to do better. There is every indication that Mississippi will be a very difficult place this summer and violence is a real possibility, though I don't think you and your wife would be in any personal danger. Though in another sense everybody in that state may be in personal danger this summer.

Another possibility, too early for much speculation, is working in one community in Mississippi helping any save-the-school movement which might be underway. At least three communities are likely to face school desegregation in September and there is need to avoid a close the schools effort. At this point, however, and in the Mississippi "climate," we are having difficulty getting the good people to publicly identify with such an effort. And, I don't blame them. You would probably find this type thing very interesting but it is a possibility only if there is an organized group willing to work.

North Carolina remains as a possibility and here any suggestions would be very specific. On April 25 there is a meeting being held in Chapel Hill to discuss specific programs for the spring and summer. More, if anything comes from this.

Did you every expect it would be so difficult to volunteer

your services? By the end of April I'll try to be as definite and specific as our uncertainty and indecision will allow!

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

YU 9-2522

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April 2, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Ga.

Dear Mr. Anthony:

I am sincerely sorry that I was unable to attend your conference in Washington last February. As you can see from the enclosed report I have been tied up completely with preparations for our summer program.

I would appreciate any suggested improvements you might care to make about what we propose to do in the South this summer.

Best wishes.

Sincerely yours,

Howard Slater
Howard Slater

HS:hk
Enc.

Paul - please act with approval
cc

April 3, 1964

Miss Susan Griffin
City Lights Theatre
1667 Grant Avenue
San Francisco 11, California

Dear Miss Griffin:

We have given a lot of thought here to your letter of March 25, and consulted with several people who are more knowledgeable that we are about the mechanics of securing bookings and making advance arrangements for touring. I believe that the best advice that we can give you--and, in fact, the only advice--is that you would be wise to send an advance man into the Southern states you plan to tour. This person should do two things: arrange bookings, and investigate local ordinances having to do with integrated performances and with the use of parks and public places for theatrical performances.

Insofar as we know there is no state law prohibiting integrated performances; there may well be city ordinances or local laws in many communities, however. Atlanta has no such ordinance (and the City Attorney, whom I just called, states he can find no reference to an earlier law of this nature--although most theatre people were sure that at one time we had one) and integrated casts have appeared in professional companies (and community theatres) for the past three years (as they did in local Negro colleges prior to this time). In other parts of Georgia, your only course would be to check with the city or county attorney or solicitor for specific laws which obtain locally. I seriously doubt that you would receive answers if you attempt to handle this by mail. If you plan to play parks, streets, and parking lots, then you definitely should check the same sources for ordinances which might forbid performances or crowds gathering in these areas, or for any special permission which might be necessary. (Because, of course, the fact of an integrated cast in publicly frequented areas will in some localities cause people forlook for a

legal excuse to close you down.)

We can't be of much help with contacts for securing bookings. I am enclosing a listing of colleges in Georgia. The Department Head of the Speech and/or Drama Department, or the Director of Student Activities, for each of these schools would be the proper person to get in touch with. We did talk with one person who could have given you entree into a few communities; they would like to know more about your company--whether or not it is an established theatre, your previous experience, etc. If you can send us further information of this nature, we'll be happy to pass it on.

An advance man, it seems to us, would be of invaluable help in securing bookings, a matter which can be very involved and complicated.

Maggie Long, who asked me to reply to your letter, wishes you the best of luck.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

City Lights Theatre
1667 Grant Ave.
San Francisco 11, Calif.

March 25, 1964

Margaret Long
Southern Regional Council
5 Forsythe
Atlanta, Georgia

Dear Miss Long:

We are a repertory company, ten young actors and actresses, who will tour the South this summer. The enclosed sheet will tell you something about us. Our primary purpose is to entertain, and yet, as entertainers, we believe that the stage should be integrated.

We are now in the process of securing bookings and contacts in the South. Mike Miller, San Francisco SNCC representative, suggested that you might be able to help us.

We are traveling with a truck which can be converted into a stage. Thus, many of our performances will be outdoors: in parks, streets, and in parking lots. We also want to play college campuses and indoor theatres.

Our material will include Mime, original one-act plays by American playwrights, improvisation, musicals and children's programs. We will play to a wide range of audiences, and our material will vary with our audience.

Our financial support will come from San Francisco. We are in the process of obtaining the status of a non-profit corporation. We will not charge admission, but we will accept donations.

Mr. Miller suggested that you might be able to help us in Georgia. We need bookings and we need to know something about

the areas in which we will perform. What are the existing theatre laws? Would it be possible for us to perform in the parks? etc. Because we realize that integrated theatre is relatively new, we want as much information as possible so that we may deal with any potential conflicts. We do not want to endanger either our lives or the welfare of the community.

We would appreciate any help you can give us in securing bookings and contacts in Georgia. Thankyou for your time.

~~Suso~~

Sincerely yours,

Susan Griffin

Susan Griffin
City Lights Theatre
1667 Grant Ave.
San Francisco 11, Calif.

Announcing,

THE CITY LIGHTS THEATRE

The City Lights Theatre is a repertory company which will bring integrated theatre to the Southern States this summer, from July 1 to the middle of September.

Our purpose is two fold. First, in bringing quality entertainment to the South we hope to challenge the idea that theatre in America belongs only to the purported centers of culture: New York, Chicago and San Francisco. Second, we feel that, as a part of the entire Civil Rights struggle, integrated theatre is as important as integrated buses and integrated hotels.

The material we present will range from original scripts to comedy revues and improvisations. We will perform to varied audiences including both College campuses and rural communities, and accordingly, we will work from the back of our truck, in churches and in auditoriums. We may not necessarily deal directly with the Civil Rights issue on the stage, and yet simply by being an integrated theatre in the South we will be involved in the issue.

Because of this involvement, those seeking membership in our troupe must be dedicated not only to the theatre but also to the Civil Rights movement. We are a theatre and our primary purpose is to entertain. Therefore, we shall do everything in our power to avoid alienating our audience and to prevent violence. However we must anticipate and be prepared for harassment from those who cannot accept integrated theatre. Thus we shall follow the advise of SNCC field workers and members of CORE as to what action we should take in the event of harassement.

Presently five us us are attending a workshop in preparation for the trip South. We need five more actors and a stage technician who would be interested in working in the improvisational style. We also need a truck, a bus, props, costumes, make-up, and money. In short, we need everyone and everything which can insure the success of our theatre.

If you are a young actor with talent and an eagerness to perform, you are who we want. If you agree with our purpose and would like to help, you are who we want. If you are interested but do not know how you can help, call us we may need you.

We meet on Saturdays at 11 A.M. at 622 Broadway in San Francisco. For more information call THE CITY LIGHTS THEATRE--DO 2 8104-- or write c/o S. Griffin, 1667 Grant Ave., San Francisco 11, California.

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c/o Haughton
1051 Deer Park
Jackson, Mississippi
April 4, 1964

Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Paul:

Sorry that I missed you as I came through Atlanta but Marge was helpful. Thank her for her letter and for the news that the Tuition Grant Study will be ready soon.

I have hurriedly looked through Henry H. Hill's TAX FUNDS FOR PRIVATE SCHOOLS and have doubts about its usefulness for our needs. Since the research was done two years ago, it misses important developments (e.g., it discusses Georgia's tuition grant program without being able to tell the reader that the state has practically abandoned the plan). It does not go into the legal question which is not in focus because of the developments of cases which are challenging tuition grants. Also, the question of tax support for private schools is too limiting an approach for an educator to take. There is no evaluation of these schools as educational enterprises and you have to look pretty hard to find the educator's concern for the future of public education. In fact, I am surprised that Hill accepts the idea that the private segregated schools contributed to the avoidance of a worse evil, mob violence.

Is it worth going back to the president of Peabody to explain what we need or would you rather start afresh with Auburn? I am concerned about the fact that as the end of the school year approaches, it is going to be very hard to get a prominent educator to take on a special assignment. Do you think we could get someone from Auburn to prepare a memorandum on the Macon County private schools and someone from LSU to pull together all the stuff which has been publicized re the New Orleans private schools and add his own comments? I see May as a very important month here and hope we can have these reports by early May.

I had a long talk yesterday with Power Hearn and then he, Father Law and I talked. He has been giving lots of thought to what his role should be and even drove down to Baton Rouge to talk to Wade Mackie and to see an AFSC office in operation. He is ready to put a considerable amount of time into the school issue. As a result of our conversation all of us agreed that his effectiveness would be limited if he were to set up an AFSC office and work from it. I am going to see him when I return from Biloxi so that we can discuss the arrangement which I have proposed: that he operate as a concerned private citizen and Methodist laymen but as part of the team I hope to pull

together with AFSC picking up the tab for his out-of-pocket expenses and with SRC asked to provide some consultants from time to time.

I think that our first responsibility is to help Power Hearn become as knowledgeable as possible about overall developments in general and about the specifics of what has happened in certain communities. For this reason I would like to suggest that we invite him to attend the Southern Interagency Conference in Atlanta and have him arrive a day earlier so that he can have a good visit with Les and you and then a variety of people who could give him all the angles of the HOPE story. If he could arrive Wednesday morning and have a couple of hours at SRC, could you then put him in the hands of an eager Atlantan until the following afternoon when our meetings start? I have not proposed this to him yet because I wanted to get your reaction first. I'll call you Wednesday morning before I see him. By the time we get to Atlanta the tuition grant study will be ready and we'll be able to see what other materials and resources will be available.

Now, about the Thursday afternoon session on school desegregation at the SIC meeting. Could we invite St. John Barrett to represent the Justice Department? I think it will be very important to have someone present who can give us the legal picture. It was an important ingredient which was missing from our consultation. I suggest Barrett because he was part of the team which swung through the South a year ago visiting school boards re the impacted area desegregation. I noted that he was at the Supreme Court hearings on Prince Edward last week so he may have some insights about what to expect. As you will recall, we never got an answer from the Justice Department on the questions which I raised prior to the consultation.

Am off early tomorrow for Biloxi. Jack Marion will contact me there and we shall plot our course for the next two days. I can be reached c/o Dr. Gilbert Mason, 873 Fayard St., ID 2-2178 or ID 6-4636.

Tally ho!

Sincerely

Jean

Jean Fairfax

cc: Barbara Moffett

Memorandum AMERICAN FRIENDS SERVICE COMMITTEE, Incorporated, 160 NORTH 15TH STREET, PHILADELPHIA 2, PA.

To: Paul Anthony

Date: March 28, 1964

From: Jean Fairfax

Subject: WASHINGTON APPOINTMENTS

This is just a quickie to let you know that I had two good visits in Washington last Thursday. I hope I'll have time to write them up or at least to report to you by telephone before I return to Mississippi.

Alfred Fitt of the Department of Defense expressed interest in the spring meeting of the Southern Interagency Conference. He would like to have someone from his office (he did not say definitely who it would be) attend. Since school desegregation will definitely be one of the items on our agenda, would the steering committee be willing to set aside a chunk of time for this discussion and invite some concerned outsiders? This might enable us to have a good discussion on impacted areas, legal developments, etc. Fitt would like to be invited and I think it would be easiest to invite him for a specific time.

Alfred B. Fitt
Deputy Assistant Secretary for Civil Rights
Department of Defense
Washington, D.C.

When I asked him whether his office advises base commanders about human relations agencies with whom they should be in contact, he said that there is a problem here since so many people who are interested in civil rights are also pacifists and otherwise objectionable types. I reminded him that there are also good Presbyterians and Episcopalians in human relations work who might have more acceptable convictions re war. The result of this rather anti-AFSC part of the discussion (conducted very amiably) was that he asked for a list of agencies which he could share with southern base commanders. Since SIC has a thing about distributing the list of participants and since everyone would not be involved anyway in the kinds of relationships which we would want bases to establish with agencies, would you be willing to send him a list which would include: state human relations councils, regional hdq offices of AFSC, AJCom., ADL, NAACP, UL, ESCRU, SRC, Fellowship of Southern Churchmen, YWCA. If this presents a problem to the secretariat, I would be willing to send him some names of contacts on my responsibility. What do you advise?

If I can get away from here by Friday, I shall return to Jackson for the week-end and go to Biloxi early the following week. I shall not be in Mississippi from April 10 through the SIC meeting but will be there the rest of the month. A school desegregation case may be filed soon in Clarksdale.

I hope to talk with you in a day or so. One question on my mind concerns whether SRC would have some funds to put Power Hearn (Jackson retired business man, former commissioner) on a state-wide save the schools project. I have heard there is a good group in Meridian although the issue of desegregation has not been raised there. As I told you before, we shall need to plan a state-wide strategy. I have already talked with him and have checked out his credentials with others. Main question to be answered is whether he should operate just as a concerned private citizen rather than as an agent of an unknown outside agency. It might be just a question of out-of pocket expenses and a small honorarium but an SRC label might be better than AFSC. Think about it.

March 21, 1964

James M. Quigley
Assistant Secretary
Department of Health, Education and Welfare
Washington, D.C.

Dear Friend:

Would it be convenient for you to see me either on Thursday, March 26, or on Monday, March 30?

I want to get some information about the progress which has been made in the implementation of the policy of the Department of Health, Education and Welfare (HEW) relative to the use of Federal funds under the impacted areas program in school districts which practice segregation.

Representatives of more than twenty agencies with human relations programs in the South met recently in Atlanta to discuss school desegregation developments and to anticipate potential crises which may develop by fall. During our discussion questions were frequently raised about the progress of desegregation in Federally impacted areas in the South. Although some information was available about a few areas, it was generally agreed that we lack a picture of overall developments which is needed as we plan our work for the next six months. I am coming to see you in behalf of these agencies but also with a specific situation in mind which concerns the American Friends Service Committee (AFSC).

AFSC will be launching soon a Mississippi Community Relations Program which will focus during its first phase on public school desegregation. As you know, Biloxi is one of the three Mississippi communities which have recently been ordered to present plans for the desegregation of public schools. Our concern will be to find citizens who will provide leadership for a peaceful transition to desegregated schools. It would help us to know whether the efforts of concerned citizens will be supplementing a more comprehensive strategy by HEW.

I look forward to seeing you and will call your office on Monday, March 23, to make an appointment. Best wishes.

Sincerely,

Jean Fairfax
National Representative
for Southern Programs

JF:ej

Memorandum AMERICAN FRIENDS SERVICE COMMITTEE, Incorporated, 160 NORTH 15TH STREET, PHILADELPHIA 2, PA.

To: Paul

Date: Saturday

From: Jean

Subject: Appointments in Washington

You will note that I am asking for appointments on Thursday, March 26. I am also giving Quigley the choice of Monday, March 30, because I shall be in Washington then for the Prince Edward hearings. He will probably give me the run-around (he hates me!) so I may have to keep trying for another date. I'll call you after I have talked with Fitt and Quigley and you can then decide whether it will be worth your while to plan to join me, especially if both appointments can be scheduled for Thursday. I hope this will be the beginning of a process of working closely with Defense and HEW so if you cannot make it for these appointments, we may want to schedule something later with more agency representatives. In fact, we might want to invite them to our April interagency meeting if they prove to be cooperative. We'll see.

Jean Z-Min

TELEPHONE: 298-7535
(Area Code 202)

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JOHN J. GUNTHER

April 6, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsythe
Atlanta, Georgia

Dear Mr. Paul Anthony:

On Friday, April 17, 1964 the Conference will convene its second informal consultation with experts in the intergroup relations field. The purpose of this meeting will be to assist our new Community Relations Service in the development of services that will be of maximum benefit to the mayors of cities over 30,000 in population. Attached you will find a description of the new Community Relations Service, along with an agenda for the consultation and a list of those being invited. I sincerely hope it will be possible for you to join us for this session.

Our meeting will be held in the downstairs conference room at the Potomac Institute, 1501 - 18th St., N.W., Washington, D.C. and will begin at 10 a.m. We expect to adjourn our sessions at 4 p.m. The Conference will be able to reimburse you for your travel expense and reservations have been made for those coming from out of town for the evening of April 16 at the Du Pont Plaza Hotel, located on DuPont Circle. As the hotel situation in Washington is very tight at this time of the year, it is likely that the hotel will only be able to provide twin rooms for double occupancy.

Will you let us know at once whether your schedule will permit you to participate in this consultation.

Very truly yours,

John

John G. Feild, Director
Community Relations Service

Enclosures

Technical Consultation - April 17-[redacted]

Washington, D.C.

Paul Anthony	-	Southern Regional Council
Marshall Bragdon	-	Mayor's Friendly Relations Committee Cincinnati, Ohio
Frank Campbell	-	Equal Employment Opportunity St. Louis, Mo.
Joseph C. Coles	-	Commission on Community Relations Detroit, Michigan
George Esser	-	North Carolina Fund Durham, North Carolina
Harold C. Fleming	-	Potomac Institute, Washington, D.C.
Vivian Henderson	-	North Carolina State College Raleigh, North Carolina
Carl Holman	-	U.S. Commission on Civil Rights Washington, D.C.
Louis Killian	-	Florida State University Tallahassee, Florida
Peter Libasi	-	U.S. Commission on Civil Rights Washington, D.C.
Edward Marciniak	-	Commission on Human Relations Chicago, Illinois
Louis Mason	-	Commission on Human Relations Pittsburgh, Pa.
Dan Pollitt	-	University of North Carolina Chapel Hill, N.C.
Frederick B. Routh	-	National Association of Intergroup Relations Officials, Washington, D.C.
George Schermer	-	Consultant, President's [redacted] Committee on Equal Housing Opportunities, (Philadelphia)
Samuel Simmons	-	U.S. Commission on Civil Rights Washington, D.C.
Don Slaiman	-	AFL-CIO, Washington, D.C.
William Taylor	-	U.S. Commission on Civil Rights Washington, D.C.
Jerome Ziegler	-	Consultant, Chicago School Board Chicago, Illinois

Second Consultation

Community Relations Service

April 17 - 1964

PROPOSED AGENDA

1. Welcome - John J. Gunther, Executive Director, U.S. Conference of Mayors

2. Report on Status of CRS and Purpose of the Consultation

   - John G. Feild, Director Community Relations Service

3. Analysis of Current Intergroup Problems

   - Issues in the immediate months ahead

   - Trends over the next three years

   - Observations on the role of the mayor

4. Review of Ways the CRS Can Help Mayors and City Agencies

   - Kinds of information

   - Technical Assistance

   - Special Conferences

5. The Contribution of Operating Agencies and Research Groups to the "Manual on Community Relations"

   - Official Commissions

   - Legal Developments

   - Employment

   - Equal Opportunity

   - Basic Education and Manpower Department

THE COMMUNITY RELATIONS SERVICE

of the

U. S. CONFERENCE OF MAYORS

1707 H Street, N.W.
Washington, D.C. 20006

WHAT IS THE CRS?

A new technical service concerned with problems arising out of racial and other group differences has been established to assist the Mayors of the United States under a grant made by the Ford Foundation. It is called

"THE COMMUNITY RELATIONS SERVICE"

This service will give staff support to the Conference and its Committee on Community Relations. The Committee was established on June 12, 1963 in response to an appeal made by the President of the United States, which resulted in the adoption of an affirmative policy position with respect to human relations and equal opportunities for the first time in the Conference's 30-year history.

HOW DOES THE CRS WORK?

Under the guidance and supervision of a twelve-member Committee of Mayors, a small permanent staff, along with panels of specialist consultants:

1. Compiles information, including case studies and special surveys, on intergroup relations activities and experience at the city level.

2. Provides appropriate consultants to assist Mayors requesting such technical assistance.

3. Develops and keeps current a basic manual on Community Relations which contains guidelines for effective governmental action in promoting stable intergroup relationships, equal opportunity, and civic responsibility.

4. Prepares periodic reports on legal developments affecting local communities.

5. Plans such special purpose conferences as may be desired by Mayors.

6. Maintains continuing liaison with agencies and organizations at both the State and Federal level.

7. Maintains continuing liaison with private agencies in the human relations and social welfare fields.

WHAT KINDS OF CONSULTATIVE RESOURCES ARE AVAILABLE FROM THE CRS?

1. Experienced Mayors who have dealt with basic intergroup relations problems and who have expressed a willingness to serve.

2. Senior Police Administrators (in cooperation with the International Association of Police Chiefs).

3. Lawyers (in cooperation with the National Institute of Municipal Law Officers and the American Bar Association's Committee on Civil Rights).

4. Senior Intergroup Relations Specialists (in cooperation with the National Association of Intergroup Relations Officials).

5. Personnel and Employment specialists drawn from both governmental and private agencies.

6. Education and Youth Specialists having experience both with problems connected with dropouts and functional illiteracy.

WHAT KINDS OF TECHNICAL INFORMATION AND MATERIAL IS INCLUDED IN THE COMMUNITY RELATIONS MANUAL?

With provision for flexibility, comprehensive information and case study materials are being collected, analyzed and distributed on a continuing basis in the following areas:

1. The structure, activities and experience of officially established local Intergroup or Community Relations Commissions. Findings from a comprehensive survey now underway will become a part of the Community Relations Manual and will be kept up to date.

2. A compendium of local ordinances affecting intergroup relations is being developed in abstract form and will be kept up to date.

3. State and Federal laws and regulations as they affect the cities are being analyzed and will be kept up to date in the Manual.

4. Special material on affirmative action in city employment is being solicited from cities facing representative problems. Experience developed in connection with city fair employment practices laws or regulations regarding employment practices of city contractors and labor unions will be analyzed and distributed on a continuing basis.

5. Special case studies on city experience in dealing with problems in public accommodations, governmental services (e.g. schools, health, welfare, police, recreation, etc.) private employment, private health and welfare (e.g. solicited from representative cities.

MEMBERS OF THE COMMITTEE ON COMMUNITY RELATIONS

Chairman:	Herman W. Goldner, Mayor of St. Petersburg, Florida
Vice Chairman:	Jerome P. Cavanagh, Mayor of Detroit, Michigan
Secretary:	Sam Massell, Jr., President, Board of Aldermen, Atlanta, Georgia
Members:	C. Beverly Briley, Mayor of Nashville and Davidson County, Nashville, Tennessee
	Stanford R. Brookshire, Mayor of Charlotte, North Carolina
	William O. Cowger, Mayor of Louisville, Kentucky
	Frank E. Curran, Mayor of San Diego, California
	Thomas G. Currigan, Mayor of Denver, Colorado
	Herschel I. Lashkowitz, Mayor of Fargo, North Dakota
	Arthur Naftalin, Mayor of Minneapolis, Minnesota
	Walter H. Reynolds, Mayor of Providence, Rhode Island
	Richard W. Sheehan, Mayor of West Hartford, Connecticut

John G. Feild, Director
Community Relations Service

United States Youth Council

Host to the Fifth General Assembly of the World Assembly of Youth

145 East 49th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

HA 1-2870

PA

8 April 1964

Mr. Paul Anthony
S R C
5 Forsyth Street, N.W.
Atlanta 3, Georgia

to accept

Dear Paul:

Enclosed is a carbon of the letter which we will send to Dr. King and the draft we have suggested that WAY send Dr. King. I ask you to keep the latter rather close, since it ostensibly will originate in Brussels. (Please, however, show it to Mr. Dunbar if you feel that would be useful.)

I have just learned unofficially that Robert Kennedy will attend the meeting, but we cannot make a public announcement until he sends his formal acceptance; this information could also be conveyed to Mr. Dunbar and Dr. King, though-stressing that the publication of his acceptance will have to wait.

May I thank you in advance for your help?! We view Dr. King's presence as by far the most important single event of the Assembly, and we (USYC and WAY) will be deeply indebted for any assistance you can give to persuade him to accept.

Sincerely yours,

Anthony R. Smith

Anthony R. Smith
Program Consultant
1964 WAY Assembly

ARS/aa

Enclosures

You either have, or will shortly have, an invitation to participate in the World Assy of Youth, meeting this year in the U.S., at the U of Va.

Your eternal problem is, I know, which of the many coming invitations to speak. The WAY, + its Pres. appeal to me strongly as one to speak for them, but I would remember like to add my to their hope ~~[illegible]~~ accept. This is a good outfit.

I had a most pleasant phone conversation recently with Coretta. It's been too long since we have had an evening together. We'll call you soon in hope that one can be needed.

All best regards

Dear Paul:

Enclosed is a copy of the letter which we will send to Dr. King. I hope you find it satisfactory. Please, however, know it is at Mr. Durham's request that we do this. (Please forward the letter to Dr. King. I have yet to receive his address and I know he is anxious to have it. Thank you.)

Sincerely yours,

Mr. Paul Tillich
C.E.C.
2 Forsythe Street, N.W.
Atlanta 3, Georgia

Dr. Martin Luther King, Director
Southern Christian Leadership Conference
334 Auburn Avenue
Atlanta, Georgia

Dear Dr. King:

In these trying days, as we wait and work for the passage of the Civil Rights Bill, I hesitate to intrude on what must be already a most difficult schedule. I hope, however, that you will be able to accept the rather unique invitation we tender.

Our organization, the United States Youth Council (USYC) is, as you may know, a non governmental coordinating group of 33 national youth and student organizations. Our affiliates range from the United States National Student Association to the Young Democrats, YMCA, NAACP, and the Collegiate Council for the United Nations.

Our activities include both domestic and international programs. You may be familiar with one of our more recent events - the National Youth Conference on Human Rights held in Washington, D. C. in early December 1963.

This was a major step in our program to not merely raise sympathy for the civil rights struggle among our membership, but to develop concrete plans of action.

Our international program is conducted in a similar vein. We have been actively engaged in exchanges of youth leaders around the world, but most particularly with Africa. "Youth" as I use it here refers not to the very young or adolescent groups and individuals, but to the young labor, political and governmental leaders; not always the group which <u>will</u> be the leaders of young nations, but often the group which is <u>now</u> at the leadership level.

To further our contacts, to enable us to participate actively in the type of program so vital to produce understanding among the young leaders of the world, we have for many years been affiliated to the World Assembly of Youth (WAY).

WAY is the largest and most representative democratic youth organization in the world. Its headquarters are in Brussels. Its membership consists of the youth councils of nearly 60 countries from Western Europe, Africa, Latin America and Asia.

USYC is honored to host the Fifth General Assembly of the World Assembly of Youth in August 1964. We, USYC and WAY, would in turn be honored if you would attend our meeting on 1 August and deliver the "Key Note" address. From personal experience, I can say that no name invokes a greater sense of the necessity and nobility of the struggle for equal rights than that of Martin Luther King.

Should you accept you will find before you nearly 500 youth leaders, representing not only the 60 member countries, but also delegates from 50 other countries participating in the program of WAY. Your presence would provide an exciting and memorable opportunity for this group to hear first hand about one of the most heroic and historic mass protest efforts in the annals of human endeavor.

You may be interested to know that the Secretary General of the United Nations, Mr. U Thant, will attend a reception in honor of the delegates at the UN Secretariat prior to the opening of the Assembly. We have invited Mr. Robert Kennedy to address the Assembly, and are hoping that President Johnson will receive the delegates at the White House after the Assembly.

The Assembly will take place at the University of Massachusetts, in Amherst. Needless to say your expenses to, from and at the meeting will be borne by the World Assembly of Youth.

Should you have any questions about USYC, WAY or the Assembly, please feel free to address them to me at any time.

In conclusion, may I say that we look forward with great anticipation to hearing you speak. Should you find that 1 August is not possible for you, we could most certainly arrange any other date between 1 and 12 August, except the 6th, 7th and 8th, when we will not have use of the auditorium.

Sincerely yours,

Jed Johnson, Jr.
President

DRAFT LETTER FOR WAY TO SEND TO DR. MARTIN LUTHER KING.

Dr. Martin Luther King, Director
Southern Christian Leadership Conference
334 Auburn Avenue
Atlanta, Georgia

Dear Dr. King:

While recognizing that these are indeed precarious and difficult times for the leaders of the Civil Rights struggle in the United States, I should like to impose upon you for a moment.

I am writing on behalf of the World Assembly of Youth (WAY), the largest non-partisan democratic youth organization in the world. I have heard from Jed Johnson, the president of our American affiliate, the United States Youth Council (USYC), that he has already written extending an invitation to you for us to "key note" our Fifth General Assembly at Amherst, Massachusetts, in August.

Since I gather he went into some detail about WAY, it will not be necessary for me to offer further elaboration. I can only add that your presence at this youthful microcosm of the United Nations, where 110 nations will be represented, would be a high honor for us.

The Civil Rights movement in the United States has fired the imagination of the youth of the world, and those who will gather at Amherst are the representative leadership of that youth. Countless dozens of organizations and thousands of individuals will be represented at Amherst, and will have the chance to hear directly from you the nature and spirit of your struggle.

Our theme will be Youth in the Nuclear Age-and certainly there is no finer or more inspiring example to the youth of the world than the civil rights movement in the United States. If all the youth and their organizations, in every country of the world, could dedicate themselves to eradicating the social, economic or political evils which may exist in their own countries-and few, if any, are free of some sort of evil-then perhaps we could indeed achieve that harmony and peace of which you spoke so movingly at the Lincoln Memorial last summer.

We ardently hope that your schedule will enable you to attend our meeting. If possible, we hope you can open the Assembly on 1 August, although any date between then and August 12th will be possible (except for 6 through 8 when we will not have the large ball room for our plenary sessions.) Needless to say WAY will cover all the expenses you will incur for the meeting.

Should you be in New York City on 29 July, we would be most honored if you could attend the reception we have arranged at the United Nations. The Secretary General, Mr. U Thant, has accepted, and we hope to have a number of American and foreign statesman present as well.

Please do not hesitate to call upon me for any additional information about WAY of the Fifth General Assembly.

Sincerely yours,

David Wirmark
Secretary General

April 8, 1964

Mr. Howard Slater
Director
Law Students Civil Rights Research Council
156 Fifth Avenue
New York 10, New York

Dear Mr. Slater:

We too were sorry you were unable to attend the February meeting of the Southern Interagency Conference. At a later date we would still like to find an opportunity for you to meet with these various agencies.

Thank you for your report. I found it very helpful, although I don't feel close enough to your work to make any suggestions of value. It is certain that your program is needed. The actual help you propose to give and the increase of interest in civil rights concerns for future attorneys are both of considerable value.

If you can find an opportunity to come through Atlanta we hope you will drop by. In the meantime, if we can be of any assistance please let us know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

TELEPHONE: 298-7535
(Area Code 202)

UNITED STATES CONFERENCE OF MAYORS

1707 H STREET, NORTHWEST
WASHINGTON, D. C. 20006

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Mayor of Jackson, Miss.
SAMUEL W. YORTY
Mayor of Los Angeles

Executive Director:
JOHN J. GUNTHER

April 15, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Marilyn and I hope you will be able to come out to our house any time after 8:30 on Thursday evening if you plan to come into town that night.

Our address is 4 West Melrose, Chevy Chase, Maryland. This is about a ten minute cab ride after the rush hour. Our home phone number is OL 4-6081.

Cordially,

John G. Feild, Director
Community Relations Service

The Freedom Theatre
1667 Grant Avenue
San Francisco 11, Calif.

April 16, 1964

Dear

An integrated repertory company of actors, singers, dancers and musicians has just been formed in San Francisco. The Freedom Theatre will open its first programs in San Francisco and, in the third week of June, will begin a southern tour. We are now in the process of securing bookings, and we hoped that you would be able to help us.

Our programs will include one act plays (our first play will be the Alligation which we are producing in cooperation with its author, Lawrence Ferlinghetti) Commedia Dell'arte, children's theatre, and a "Living Newspaper", in which aspects of the Civil Rights struggle will be dramatized.

We are traveling in a large truck which provides us with a mobile stage. Therefore, during the day, we can and would like to perform outdoors, using our truck as a stage. In the evenings, we will perform indoors, in theatres, churches and auditoriums. Since we shall carry our own equipment, all that we need for an indoor performance is a stage area and space for an audience.

Where possible we will charge admission. But as we hope to perform to a wide range of audiences, many of whom are unaquainted with theatre, we will understand if they cannot afford ordinary ticket prices.

Attached is our tentative schedule. We would like, when possible, to secure a performance date, in your area, which conforms with this schedule. However, if you cannot book us on one of the appropriate dates, our plans are flexible.

We will be glad upon request to furnish more detailed information regarding our program, our schedule, and the names and backgrounds of those who are in and cooperating with our company. And we would appreciate any help you can give us toward securing performance dates in the South.

Sincerely yours,

Susan Griffin
Business Manager, Freedom Theatre

(As you may have noticed, we have changed our name from "City Lights Theatre" to "Freedom Theatre"

FREEDOM THEATRE--TENTATIVE SCHEDULE

Los Angeles (Calif.)	June 16-20
Redlands (Calif.)	June 21
Phoenix (Ariz.)	June 23
Tuscon (Ariz.)	June 24
Dallas (Texas)	June 26-28
Austin (Texas)	June 30
Houston (Texas)	July 1
Baton Rouge (LA)	July 3
New Orleans (LA)	July 4-5-6
Jackson (Miss.)	July 8-9
Monroe (LA)	July 10
Pinebluff (Ark.)	July 11
Little Rock (Ark.)	July 12-13
Memphis (Tenn.)	July 14-15
Nashville (Tenn.)	July 17-18
Knoxville (Tenn.)	July 20-21
Atlanta (GA)	July 23-26
Greenville(S.C.)	July 28
Chapel Hill (N.C.)	July 30
Greensborough (N.C.)	August 1-2
Norfolk (VA)	August 7-8-9
Danville (VA)	August 11-12
Washington D.C.	August 14- 15-16
Baltimore (Maryland)	August 18-19

The Freedom Theatre
1667 Grant Avenue
San Francisco 11, California

April 17, 1964

Marge Manderson
Administrative Secretary
Field Activities
Southern Regional Council
5 Forsyth Street N.W.
Atlanta, Georgia

Dear Miss Manderson:

Thankyou very much for your letter of April 3. We have considered the possibility of sending an advance man into the Southern states to plan our tour. This would be the best arrangement. However, financially, at the moment, this is impossible. What we are doing, however, is to write individuals in each city along our tour, and asking them to arrange performance dates, and, when possible, permits to perform outdoors. SNCC field workers, David R. Hunter, of the Edgar Stern Family Fund, and S.D.S. are helping us in this procedure.

The listing of colleges in Georgia will be of great help to us. We shall send you information about our theatre as it arises. The letter and tentative schedule enclosed will tell you something more about us.

I wish we could follow your advise, and thankyou again for your cooperation,

Sincerely,
Susan Griffin
Susan Griffin

National home visit day

APRIL 19, 1964

THE ISOLATION OF MAN FROM MAN

BECAUSE OF RACE

CAN BE BRIDGED

An Interracial Home Visit is a conversation in a living-room setting ... a conversation which affords white Americans an opportunity to learn directly from Negro fellow-Americans the problems, challenges, heartaches, perplexities faced by a person of color in this nation. At such a meeting a Negro person shares his personal insights and experiences, in a give-and-take discussion with white participants.

The goal is learning ... a kind of education it is true, as one visitor put it ... "you could not get in books." The social living-room setting makes the educational impact greater; it insures keeping the group small and provides the warm, permissive atmosphere that helps everyone speak frankly ... to venture to open minds and hearts to the dialogue in which all are engaged. There is no more vivid understanding than that which comes from the experience of hearing, first-hand, accounts of racial discrimination.

Cities Participating in the National Home Visit Day--April 19, 1964

--as of April 6, 1964

ALABAMA
- Birmingham
- Mobile

CALIFORNIA
- Los Angeles and area
- Sacramento area
- San Diego-El Cajon (token)
- San Francisco

COLORADO
- Denver

CONNECTICUT
- Bridgeport

DELAWARE
- Wilmington

DISTRICT OF COLUMBIA
- and area

FLORIDA
- St. Petersburg
- Tampa

GEORGIA
- Atlanta

ILLINOIS
- Aurora
- Chicago and suburbs
- Harvey
- Mundelein-Waukegan area
- Peoria
- Rockford

INDIANA
- Evansville
- Fort Wayne
- Gary-Hammond
- Indianapolis
- Lafayette (token)
- South Bend-Mishawaka area

IOWA
- Cedar Rapids
- Davenport and quad-city area
- Des Moines (holding 4/26)
- Waterloo

KANSAS
- Topeka
- Wichita (4/26)

KENTUCKY
- Covington
- Louisville

LOUISIANA
- Jeanerette (token)
- Lafayette
- New Orleans

MAINE
- Portland (token)

MARYLAND
- Baltimore (token)
- Bethesda and Montgomery County

MASSACHUSETTS
- Boston

MICHIGAN
- Ann Arbor
- Detroit
- Grand Rapids
- Kalamazoo
- Lansing

MISSISSIPPI
- Meridian (token)

MISSOURI
- Kansas City

NEBRASKA
- Omaha

NEW JERSEY
- cities in Bergen, Essex, Hudson and Union Counties

NEW YORK
- Brooklyn-Queens
- Buffalo
- Jamestown
- New York City
- Peekskill
- Rockland County
- Utica

NORTH CAROLINA
- Raleigh

OHIO
- Akron
- Cincinnati
- Cleveland
- Columbus
- Dayton
- Lorain County
- Warren
- Wilberforce-Xenia-Cedarville
- Youngstown

PENNSYLVANIA
- Greensburg
- Philadelphia
- Pittsburgh
- Scranton (token)

TENNESSEE
- Knoxville
- Memphis

TEXAS
- Corpus Christi
- Fort Worth (token)

VIRGINIA
- Richmond

WEST VIRGINIA
- Beckley

WISCONSIN
- Fond du Lac (token)
- Kenosha
- Milwaukee (4/12)

OREGON
- Portland (token)
- Tigard (token)

RHODE ISLAND
- Providence (4/12)

NATIONAL HOME VISIT CENTER
Friendship House
4233 S. Indiana Avenue
Chicago, Illinois 60653

OAkland 4-7700, Area Code 312
Contact: Betty Plank

for release
April 6, 1964

Hierarchy Initiate Interracial Home Visits;

More Cities, North and South, Join Nation-wide Dialogue

for April 19

The hierarchy are among the leaders in many walks of life who are initiating plans for their cities participation in National Home Visit Day called for April 19, it was announced by the National Home Visit Center at Friendship House, co-ordinators of the many organizations involved in carrying out the Day.

Latest additions to the growing list of cities joining in the Day include: cities in Mississippi, Florida, North Carolina--and Connecticut. Eighty-five conveners serving their major cities and surrounding towns are in touch with the National Center to date. With thirty-two states represented it is expected that this will be the most widespread simultaneous grass-roots demonstration of good will ever attempted.

Over 100,000 Negro and white visitors and hosts are expected to take part in these small group, living-room conversations--to build bonds of communication and understanding.

The Hierarchy of many religions in Washington, D. C., who set up a co-operative full-time office to conduct Home Visit last May, have placed Washington in the line-up of cities. Archbishop Patrick A. O'Boyle, D.D., of the Catholic Archdiocese is chairman of the Interreligious Committee on Race Relations that sponsors the Home Visit Committee and office. Co-chairmen are Bishop John Wesley Lord, D.D., of the Methodist Conference in the Washington area; Bishop William F. Creighton, D. D., Washington Episcopal Diocese; Rabbi Lewis A. Weintraub, President of the Washington Board of Rabbis, Bishop Smallwood E. Williams of Bible Way Church. The Reverend E. Franklin Jackson, D. D., of the Methodist Church, is chairman of the Home Visits committee and is actively leading the campaign for the National Day in Washington.

The Visits in Washington started as a small committee of interested citizens. Shortly after its beginning, it received the sponsorship of the Interreligious Committee.

Other areas of the country are being introduced to Home Visits for the first time for the National Home Visit Day through the initiative of their Catholic Bishops.

Bishop Vincent Waters of Raleigh, North Carolina, entered Raleigh's participation last week. He has delegated the organization of the Day there to Reverend Ronald McLaughlin of Sacred Heart Cathedral.

Bishop John J. Russell of Richmond, Virginia, has encouraged his Catholic

Interracial Council and the Catholics of his diocese to participate in the National Day demonstration. Reverend John J. McMahon, appointed by the Bishop as director of the Catholic Interracial Council, is co-ordinating the Home Visit Day in Richmond.

Bishop Joseph Albers of Lansing, Michigan, introduced the Home Visit Day in Lansing, where the recently-formed Greater Lansing Interfaith Council on Religion and Race are the sponsors. The Most Reverend Joseph Green, Auxiliary Bishop of Lansing, is also working on the program. Other large cities of the Lansing Catholic diocese are expected to join in the Day.

The Most Reverend William G. Connare, D. D., Bishop of Greensburg, Pennsylvania, sent his endorsement of the day to the National Home Visit Center at Friendship House through his appointed representative, Reverend John L. Conway, chaplain of the Greensburg Catholic Interracial Council:

"Bishop Connare wishes me to inform you that he gives this project his blessing and praises your leadership in spreading such a useful experiment in personal education throughout the country."

Many other members of the hierarchy of all religions are represented as members of the several local Conferences on Religion and Race who are sponsoring or co-operating in the Day.

Laity and religious and organizations of many religious affiliations and civil rights groups are among the organizers and sponsors of the Day throughout the country.

Co-ordinators Dorothy Besal and Betty Plank at the National Center stated that the great significance of the Home Visit program is that it offers the "ordinary citizen" a way to promote racial peace and unity. Reports coming to the Center, they say, indicate many people are getting involved in working for racial justice for the first time.

Though most cities are conducting city-wide campaigns, several are able to organize at this time a smaller effort as an introduction to a more widespread program later. A few beginning as this "token" participation have developed into large projects.

Eleven new cities have indicated their joining in the Day since the last announcement made March 25. These are: Bridgeport, CONNECTICUT; St. Petersburg and Tampa, FLORIDA; Wichita, KANSAS (holding April 26); Jeanerette, LOUISIANA (token); Kalamazoo, MICHIGAN; Meridian, MISSISSIPPI (token); Utica, NEW YORK; Raleigh, NORTH CAROLINA; Youngstown, OHIO; Greensburg, PENNSYLVANIA.

The National Home Visit Center has materials available to assist in organizing and promoting the Day locally. Kits of materials are $2 plus postage (50¢ for first class mail). A handbook for conducting the Visits the year round is also ready--25¢.

For any additional information or to participate in the Day, interested individuals or groups are urged to write: The National Home Visit Center, Friendship House, 4233 S. Indiana Avenue, Chicago, Illinois--60653.

# # # # #

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA, PA. 19104 • AREA CODE 215—BAring 2-1106 • CABLE, NATSTUD

April 20, 1964

To: Members of the Southern Advisory Committee

From: Constance Curry, Departing Director, Southern Project, NSA

This will be the last time I will be writing you about coming to a Southern Advisory Committee Meeting. In many ways I am very sad about leaving the Project, but I am happy to say that we have found two new staff people who are already on the job and are very qualified to work with the Project. Mr. M. Hayes Mizell, the new Director is a graduate of Wofford College, did graduate work at the University of South Carolina, and recently was in training for work with the USIA. Miss Patricia Knight, who will be assistant director, is a graduate of Greensboro College, and has been working for a newspaper in Virginia until this month. NSA is very pleased with their selection, and we are looking forward to having you meet with them at the next Advisory Committee Meeting.

It was suggested at the last meeting that the Committee meet as soon as possible after the arrival of the new staff, and we would like to know what dates will be most suitable for you. I have enclosed a post card giving the possible dates in May, and I will appreciate your returning them as soon as possible. When we decide on the most convenient date, you will be notified on the exact time and place.

Since Pat and Hayes are just starting their work with the Project, we hope that this meeting can include a very general discussion of the Project and suggestions for new directions for the program in the next two years. They will also need your help on ideas for the Seventh Southern Student Human Relations Seminar this year and other specific programs.

As for my own plans, I begin this week as Southern Field Representative for the American Friends Service Committee and will be spending my first few weeks on a special program in North Carolina. I will be back for the meeting of the Advisory Committee and will look forward to seeing all of you again. I have expressed my gratitude to all of you many times for your help to me during the past four years, but I want to do it again. I know that one of the best things that I pass on to the new staff is my Advisory Committee.

M

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Southern Human Relations Project
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1812 CORONADO TERRACE • FAIRFAX, VIRGINIA 22030

April 20, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

The address at the top of this page can be used for sending the raincoat if it can be found. I am optimistically enclosing $1 for postage.

I enjoyed both the meeting and our subsequent discussion on the train. I believe the mutual-exchange-of-information pact will be mutually beneficial.

Drop by the Pentagon for a visit if you have a few spare minutes during one of your Washington trips.

Best regards,

Bob

Bob Jordan

Enclosure

April 21, 1964

Mr. John G. Feild, Director
Community Relations Service
United States Conference of Mayors
1707 H Street, Northwest
Washington, D. C.

Dear John:

My expenses were:

Rail, pullman to Washington	$45.69
Air, day coach to Atlanta	33.48
Total:	$79.17

Sorry that the schedule here was such that I had to use the train up. The check should be made payable to SRC.

It was a good meeting, thanks for inviting me.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

April 23, 1964

Mr. Andrew H. Stewart, Jr.
3141 Yale Station
New Haven, Conn.

Dear Mr. Stewart:

Please accept my most sincere apologies for having misplaced your inquiry of long ago. One very interesting program which seems to meet your needs is now being developed at Yale. A teaching program for the summer in the South is now being developed by John H. Walker, a senior in the Yale Law School. You should get in touch with him. If this doesn't prove to be the type thing you are looking for let us know, giving detailed information about yourself, and we'll try to give you other suggestions.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

April 23, 1964

Mr. Robert E. Jordan III
1812 Coronado Terrace
Fairfax, Virginia

Dear Bob:

The raincoat was found and picked up. It is now at the home of a staff member who won't be in until next week. It will be sent then on your dollar.

I shudder at the thought of ever visiting the Pentagon but do hope we can keep in touch and can make a useful thing of this change of information.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

April 23, 1964

Mr. George Lawson
215 Herrick Rd.
Newton Centre 59, Mass.

Dear Mr. Lawson:

Sometime ago Martin England of the American Baptist Convention sent me a bit of information about your interests for your intern year. This was done because we work closely with the state councils on human relations in each of the southern states and Martin felt our needs and yours might mesh.

For the coming year the councils in Mississippi, Alabama, Florida, and Tennessee all will be in need of additional staff help and all have very limited resources.

If you have not completed your arrangements and feel the above would be of any interest to you would you let me know, giving as much detail as possible of your needs and interests and the time you have. In turn, I will be happy to go into detail as you wish on what may be available.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

United States Youth Council

345 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

MUrray Hill 7-8300

LWD-
mm

April 29, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W. - Room 201
Atlanta, Georgia

Dear Paul:

Just a quick note carrying our profuse thanks to you and Mr. Dunbar. Martin Luther King has accepted our invitation to speak to the Assembly on August 10th. Also, we have just received confirmation of Bobby Kennedy's acceptance of our invitation. So, as you can see, things are moving along.

Jed's campaign is going very well -- too well, he says. Wickersham, the incumbent, is running scared and we are afraid of a smear campaign (such skeletons our closet has!). In a poll in Duncan, the largest city in Jed's District, Jed ran 2 to 1 ahead and the Oklahoma State paper pollster is predicting that Jed will win in the Primary, rather than having to go into a run-off. One week to go (May 5 is the BIG DAY).

More later. Again, many thanks.

Warm regards,

Nancy

Nancy Sherwood
Acting Executive Secretary

NS:mps

May 1, 1964

Miss Nancy Sherwood
Acting Executive Secretary
United States Youth Council
345 East 46th Street
New York, New York

Dear Nancy:

Many thanks for all your good news--King, Kennedy, and Oklahoma victories. It's almost too much.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 5, 1964

Mr. Ed Barber
Harper & Row, Publishers
49 East 33rd Street
New York 16, New York

Dear Ed:

The North Carolina Council on Human Relations wants you eagerly, should their needs be of interest to you.

The director of this Council died last September and the organization has been without professional staff since that time. Until his death this was pretty much a one man operation. He did much good and valuable work but had little interest in developing an organization in which its members were active or addressed themselves to involvement in the concerns of the agency. As a result, the present Council is a name, an office secretary, and a board. Ironically, the board consists of one of the finest and most knowledgeable collections of people of any group in the region.

Slowly and with care they have set out to create a meaningful Council. This is not simply an effort to create another agency. The opportunity and the need for a genuine biracial effort--on the state and local levels--is great at this moment. North Carolina poses the possibility of the real "New South." Realizing this, the NCCHR board has set its sights high. They are active and involved and they have a going operation. The qualifications they have set for a new staff director are high. They have offered the position to Mrs. Helen Adams, head of the office of development of Roosevelt University and are hopeful she will accept.

In the interim, under the direction of the board, effort is being made to develop membership and encourage local Councils. A local Council exists in Charlotte, one is being established in Durham, and the potential exists in a number of other communities.

Should Mrs. Adams accept, she will not begin work until late summer, though she will likely spend some time in the state in June. You and your wife could be of considerable help in the interim in helping people in communities to begin to establish local biracial groups.

The president of the Council, Dr. Franklin Williams, lives in Chapel Hill and it would be desirable for you to work closely with him. Chapel Hill would be a logical base from which to work. I would hope you could spend some time with Mrs. Adams and that we could get together either here or in North Carolina.

Should this interest you I would like to have you begin correspondence with Dr. Williams and Mrs. Adams.

To me, this seems a natural. You and your wife can return to old surroundings, I am certain you would enjoy knowing the people you would be working with, and while it misses the stark drama of Mississippi, you could make a real contribution.

Let me know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

cc: Dr. Franklin Williams
Mrs. Helen Adams
Dr. Raymond Wheeler

MIDDLEBURY COLLEGE
MIDDLEBURY, VERMONT

May 6, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

I understand that Dr. and Mrs. Frank Williams mentioned my name to you recently in regard to finding a job next year in the civil rights field.

If you know of any possibilities, I would very much appreciate your letting me know. If possible, I would like to find a job that might involve my interest in writing as well as my interest in civil rights. I have written for school and college publications, and would of course be glad to send you, or anyone else who might be interested, copies of some of my articles.

I will be graduating from college this June and am planning to spend the summer with COFO's Mississippi Summer Project. My previous experience with Negroes has been largely limited to a summer in Africa with Operation Crossroads Africa. Since I spent the following year, my junior year, studying in France, I have not as yet had a chance to get involved in the civil rights movement.

This is what I definitely plan to do next year, although there is a problem with the local draft board. Because of a history of asthma and back trouble, I will probably be 4-F, but I won't know for sure until I have my physical in June.

MIDDLEBURY COLLEGE
MIDDLEBURY, VERMONT

In trying to find a job, I have written to the Mississippi Free Press and to SNCC, but neither had any openings. There are some possibilities in Northern cities, but I think I would rather find something in the South so that I can be exposed to that aspect of the problem too. This presents the immediate problem of a white Northerner trying to understand a Southern problem; but if this is a problem, I hope it is not an insurmountable one.

If you think it is not insurmountable and if you hear of any openings, I would very much appreciate it if you could let me know as soon as possible. Thank you.

Sincerely,

David Riley

David Riley

May 10, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

A note to tell you that I am back in New York and that if you get up this way, I hope that you will call. (AC.2-4998)

Spent the end of last week in Jackson, Mississippi seeing a few women about the ways women might help during the summer. Specifically, sought out reactions to three or four distinguished women coming into Jackson every Wednesday throughout July and August.

Polly Cowan was with me and we came back to New York without much encouragement. It was our hope that some dent might be made in an outreach into the white community. The women we saw felt no one from the outside would be acceptable and it wouldn't matter who she was at all. The women we saw would, of course, see the visitors on Wednesdays, but they are already sold on the idea of change and so the committed end up talking to the committed once again and to no avail.

The trap is so frustrating because when we pose the question "what can we do to help", they are unable to give any answer. Quelle vie !

I'll be here through May and then off to Ecuador for June to fish...Start a new job to develop indigenous publishing industry in Nigeria on July 1st. It is expected that I will be in Nigeria from time to time, but most of my work will be liaison between the Nigerian end of the line and the American book industry.

Would you arrange for me to continue to get your various publications? Many thanks in advance for your help on this life size request.

Please give Mrs. Tilly my regards and to others on the staff.

With all good wishes, I am,

Yours sincerely,

Shirley B. Smith

452 Riverside Drive
Apt. 65
New York City 10027

18 17 Harper & Row, Publishers
INCORPORATED

49 East 33rd Street,
New York 16, New York

May 12, 1964

Mrs. Helen Adams
Roosevelt University
Chicago, Illinois

Dear Mrs. Adams,

As you know, I have been in correspondence with Paul Anthony about working with the Southern Regional Council this summer. I think you have a copy of his May 5 letter where he talks about the opportunities in North Carolina. My wife, Virginia, and I are delighted at the prospect, and I am writing to say that we want very much to do what we can to help you out for a month or so any time this summer. I am also writing to Dr. Williams in Chapel Hill to tell him the same thing.

What we need to know now, and rather quickly, is the most desirable date from your standpoint. Paul says that you will be spending some time in North Carolina this summer. Should we come before, during or after your stay?

I look forward to hearing from you soon.

Sincerely,

Edwin Barber

CABLE ADDRESS : HARPSAM · TELEPHONE : MURRAY HILL 3-1900

18 17 Harper & Row, Publishers
INCORPORATED

49 East 33rd Street,
New York 16, New York

May 12, 1964

Dr. T. Franklin Williams
405 Whitehead Circle
Chapel Hill, North Carolina

Dear Dr. Williams,

My wife, Virginia, and I are delighted that you and Paul and Mrs. Adams think we can be of some use in North Carolina for a month or so this summer. We are definitely coming, and we will plan to headquarter in Chapel Hill if you think that it's the right place. The next order of business, and a fairly urgent one, is when we should come. I have written to Mrs. Adams asking her opinion, but you are closer to the situation and will have ideas of your own. Could you let me know as soon as possible so that I can in turn tell my company? Thank you very much.

I need not tell you, of course, that you are getting unskilled labor; but perhaps we can make up for the lack of experience by enthusiasm and diligence. We'll depend on you and Paul to point us in the right direction.

Yours sincerely,

Edwin Barber

CABLE ADDRESS : HARPSAM · TELEPHONE : MURRAY HILL 3-1900

College Department

MEMORANDUM

FOR *DATE*

Dear Paul,

It was good to talk with you today. Enclosed are carbons of my letter so Mrs. Adams and Dr. Williams. I hope to hear from them very soon. We wonder a bit about where we should plan to live or if we should plan to live anywhere. That is, will be ~~xx~~ mmving about so much that it wouldn't make sense to try and rent a house or some such. Any advice?

Also it has occurred to me that I might be a little better at the organizing than Virginia. Would there be anything for her to do like teaching or secretarial work or the like while ~~xxx~~ I do the leg work?

All the best,

United States Youth Council

345 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

MUrray Hill 7-8300

May 12, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W. (Room 201)
Atlanta, Georgia

Dear Paul:

It was good to see you again when I was in Atlanta. On behalf of the Council I wish to express my sincere appreciation to the staff of the Southern Regional Council for providing a place for me to interview tour guide applicants while I was in Atlanta.

I was able to interview some very excellent students while in Atlanta and we will probably hire two or three of them. Plans for the WAY Assembly seem to be progressing fairly well. Thanks again.

Sincerely,

Judie

Judie Pfeifer
Administrative Assistant

JP:mps

May 18, 1964

Miss Judie Pfeifer
Administrative Assistant
United States Youth Council
345 East 46th Street
New York, N. Y. 10017

Dear Judie:

Sorry to have seen so little of you while you were here. But, we were delighted to be of assistance. Any time.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 18, 1965

Mr. Kenneth J. Neubeck
Research Assistant
Equal Educational Opportunities Program
Department of Health, Education and Welfare
Office of Education
Washington, D. C.

Dear Mr. Neubeck:

It is difficult to answer your inquiry concerning "Transition Without Tragedy." Some 500 copies have been distributed, primarily in the Deep South, and we have several hundred copies available. The problem arises from the fact that this guide was written for communities where school desegregation would likely be a very difficult process and well before the era of Title VI. So much more responsibility now rests on local officials and others who were likely to be silent in the past.

If, in review of the publication, you wish to list it, please do so. But in each instance when a copy was mailed from here we would want to enclose a covering letter elaborating on the above thoughts.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 20, 1964

Mr. David Riley
Middlebury College
Middlebury, Vermont

Dear Mr. Riley:

While I am not familiar with any definite openings, there are some possibilities for employment in this field. These can be discussed in correspondence but can be much better explored in person.

I note you are to spend the summer in Mississippi. Would it be possible for you to come through Atlanta on your way South? Maybe we could get together in this way and see what develops in September. If not, then I shall write at length.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 1, 1964

Dr. Orville W. Wake
President
Christian Board of Publication
Box 179
St. Louis, Mo.

Dear Dr. Wake:

Thank you for the thoughtfulness in responding to my letter regarding Tougaloo College. Certainly it is best that Dr. Beittel's "resignation" remain that and I feel certain he, for the sake of the school, would want this to be the public interpretation. I am concerned, however, that a new member of the board of trustees would be given the same information.

I have been in correspondence with several members of the board of trustees and I would stake my life on the fact that Dan Beittel did not resign.

As I stated in my original letter, only my deep concern for Tougaloo and the good people of Mississippi prompted me to be presumptuous enough to write as I did. Even this concern does not justify further comment by me on what is clearly a matter of Tougaloo College and its trustees.

Sincerely yours,

Paul Anthony
Director of Field Activities

PA:mm

June 5, 1964

Mr. John David Hamilton
Canadian Broadcasting Corporation
354 Jarvis Street
Toronto 5, Ontario

Dear Mr. Hamilton:

In March I received from you a letter saying a tape of "The Southern Moderate" was being sent. I am grateful for your thoughtfulness and would be happy to report. But, you should know, to date the tape has not arrived. Perhaps you will want to check this with Mr. Ragan in Raleigh.

Incidentally, the broadcast was heard by a college classmate of mine and put us in touch after ten years. Thanks for this, also.

With best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

CANADIAN BROADCASTING CORPORATION

354 Jarvis Street,
Toronto 5, Ontario.

March 20, 1964.

Mr. Paul Anthony,
Southern Regional Council,
Atlanta, Georgia.

Dear Paul:

Under separate cover I'm sending to you a dubbed copy of the radio program "The Southern Moderate" which I prepared during my trip through the United States last year. The copy, of course, is for your personal information and not for re-broadcast in whole or in part.

I want to thank you for your help in gathering material for this program. We would appreciate your comments on the program.

With best wishes,

Yours sincerely,

John D Hamilton

JDH:jc

John David Hamilton.

To Paul Anthony March 24, 1964

P. S. — You should be receiving the dubbed copy of the program in approximately eight weeks from Mr. Sam Ragan of Raleigh, North Carolina. After you have listened to "The Southern Moderate" at your convenience, would you kindly return the tapes to this office. We would appreciate your co-operation.

INFORMATION ABOUT:

SOUTHERN RURAL TRAINING PROJECT

1407 Fifth Avenue, N.E.
Knoxville, Tennessee 37917
Phone 524-3451

Project Staff

J. Earl Williams
Director

Dalton Roberts
Field Representative

Wendell H. Russell
Field Representative

Paul Webber
Field Representative

June 9, 1964

SOUTHERN RURAL TRAINING PROJECT

The Southern Rural Training Project is a training demonstration project of the National Sharecroppers Fund under Section 201 of the Manpower Development and Training Act of 1962.

PROJECT OBJECTIVES

The project is designed to demonstrate that local leadership in poorer areas of the rural south, in cooperation with local institutions and organizations, can develop effective training programs that will help unemployed and underemployed persons lead economically useful lives. During the year staff members expect to assist in developing programs in each of the following six states: Georgia, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee. Other southern states may be added later.

The project staff through local contacts will work with leadership of rural groups in developing training programs. Training needs will be analyzed in terms of existing jobs and possibilities for job development and economic improvement. Communities will be assisted in developing effective working relationships with the employment services, agricultural agencies,

cooperating educational institutions, and other state and federal agencies concerned with training and economic development. The staff which is composed of persons on leave from educational and governmental posts is experienced in working with these groups.

THE NATIONAL SHARECROPPERS FUND

The National Sharecroppers Fund is a non-profit, voluntary agency of more than twenty-five years' experience in working with southern sharecroppers, tenant farmers, and other low-income farm and rural families. Through this work NSF has gained contacts throughout the South and has developed programs for rural people who are hard to reach through normal governmental channels. In these programs NSF has worked cooperatively with many church leaders, educators, and community relations leaders.

MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962

As indicated above the project is under Section 201 of this act as quoted below:

Sec. 201. In carrying out the purposes of this Act, the Secretary of Labor shall determine the skill requirements of the economy, devel op policies for the adequate occupational development and maximum

utilization of the skills of Nation's workers, promote and encourage the development of broad and diversified training programs, including on-the-job training, designed to qualify for employment the many persons who cannot reasonably be expected to secure full-time employment without such training, and to equip the Nation's workers with the new and improved skills that are or will be required.

President Lyndon B. Johnson in his Manpower Report of March 1964 said "We must have new willingness to experiment with fresh approaches and put resulting knowledge to practical use." In using this approach the Southern Rural Training Pro ject's work will be geared to the three fundamental goals of the President's Active Manpower Policy:

The first is to develop the abilities of our people.

Another is to create jobs to make the most of these abilities.

The third is to link the first two, to match people and jobs.

June 22, 1964

Miss Francine S. Stein
Room 815
345 East 46th Street
New York, New York

Dear Miss Stein:

Thank you for the information on Wednesdays in Mississippi. We will follow this program with considerable interest, and would like to be of any possible help in it.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 23, 1964

Mr. John Doar
U. S. Department of Justice
Washington 25, D. C.

Dear John:

Patt Derian of Jackson requests that the enclosed be sent to you. As you know, Patt prefers to send mail here and have it forwarded. The women "Mississippians for Public Education" have a state wide board meeting on Saturday and will issue a press release of their existence shortly thereafter. When this happens I am afraid they will be hit from every side. I hope you will do everything possible to help them, and am sure you will.

The innergroup of leaders in the Jackson organization are among the finest women I've ever worked with. We have tried to be very honest with them in what they may be up against. And, to the extent anyone can be, I think they are prepared and capable of taking it. Guts they really have, and brains.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

June 25, 1964

Miss Shirley B. Smith
452 Riverside Drive
Apt. 65
New York, New York

Dear Shirley:

This is being written with the maddening thought that you are at this instant fishing in Ecuador. Perhaps it will at least reach you before your first trip to Nigeria.

We will see that you continue to get our materials.

You are right in the lack of encouragement about Mississippi. We will watch the Wednesday visits, and everything else about Mississippi this summer, with interest. I visit there occasionally, mainly to be of any possible help to the women working to save public education. They go public next week. The inner-leadership group in Jackson is great, one of the finest groups I've had an opportunity to work with.

Although I hope you have a tremendous feeling of guilt, I also hope it was a good month and a good vacation.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 25, 1964

Mr. Alec Robertson
British Information Officer
British Consulate
814 Merchandise Mart
Atlanta, Georgia

Dear Mr. Robertson:

Thank you for your thoughtfulness in sending me the travel information. I look forward to my visit to your country and to participation in the Wilton Park Conference with a great deal of pleasure.

Sincerely yours,

Paul Anthony
Director of Field Activities

PA:mm

July 9, 1964

Mr. Alan S. Pezaro
4289 - 24th Street
San Francisco, California

Dear Mr. Pezaro:

Regretfully, we are not in a position to consider your application for an internship. The Council has one intern but does not at this time plan to add a second for the year beginning in August.

I trust you have shared with NAIRO your willingness to move East for the program. Some 20 agencies will be participating in the new program and I'm sure NAIRO would be happy to share your application with them.

Thank you for thinking of SRC. I am sorry our response cannot be more encouraging.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

P A please reply

June 30, 1964

Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Sir:

Realizing that this letter may not be applicable to your present situation, I nonetheless am writing this in the hope that it is. My name is Alan Pezaro, and I am one of the recipients of the Eleanor Roosevelt Interns in Human Relations. When I was first notified that I had been chosen I expected to participate in the February program. Consequently it turned out that those of us on the west coast would not be able to participate because all the agencies that were involved were either in the east or south. Naturally their inclination was to take interns from their local areas. We then on the west coast inadvertantly found ourselves excluded from the program. I therefore am writing this letter in the hope that your agency is planning to take another intern from the August program.

I am very interested in the work your agency is doing for many reasons. One obvious reason is that being a southern agency you are in the front lines, so to speak. Your voter education work, the research grant for the study of the new "Human Relations Commissions" sound fascinating. In short, I think the work your organization is doing is vital and personally interesting and would appreciate being able to play some role in its completion, no matter how small.

To give a brief history of myself, I was born and raised in New York City in 1938. I have served three years in the Army and received an honourable discharge in August, 1959. I consequently attended San Francisco State College, majoring in Humanities, and graduated in June,1963. I have been very active in the civil-rights movement here in San Francisco for a number of years. I am an active member of CORE, and have for some time been Housing Chairman and a member of the Executive Board. I am married, but separated and would come south alone.

I can only repeat that I would like to work for your agency very much and am very interested in the work you are doing. Thank you for your kind attention.

Sincerely Yours

Alan S Pezaro

Alan S Pezaro
4289 24th Street
San Francisco
California

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

LWDV
VJV
PWV
PAV
MM

July 9, 1964

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

A good long time ago I had a note from someone in your office asking me to return to the Southern Regional Council whatever copies of Direct Action in the South might still be on hand after the Clearing House conference.

Since it is now quite a while since our conference, I'm about to do so.

I have them all wrapped up and they will be mailed just as soon as I can get our janitor here to tote them to the post office. (It weighs about 10 pounds -- those things are heavy -- and the weather is hot.)

I believe your reports, which we included in the conference information kits to make sure that everybody would get one, brought more appreciative comment and interest than any other piece of literature we had. All of us who worked on the conference are deeply indebted to you and the SRC for letting us have them.

With best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

20

July 14, 1964

Mr. Frank Millspaugh
Director
Books for Equal Education
3457 Chestnut Street
Philadelphia, Pa. 19104

Dear Frank:

Enclosed is a "To Whom..." letter. For some reason it came hard and may sound that way. But, hope it will help. We (SRC) remain open to any help or joint programming.

Keep me informed.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

To Whom It May Concern:

The Books for Equal Education Project of the National Student Association is, in my opinion, an excellent one. A number of groups and institutions in the South are in need of good volumes. These include colleges, community centers, and pre-school and tutorial programs. And, almost without exception, where the needs are greatest the resources are most limited.

Experience has already shown that quality volumes are available in large number. The supply and the need are without question and this project brings the two together.

It is necessary, however, to stimulate the giving of volumes, screen contributions to assure quality, have proper cataloguing, and effect a fair and efficient system of distribution. Without these safeguards, an otherwise excellent program is considerably reduced. This is a major contribution which the Books for Equal Education Project can make. And, the funds needed for this project are modest in comparison with the substatial value of the end results.

The potential for this program is great and I recommend it without reservation.

BOOKS FOR EQUAL EDUCATION

3457 CHESTNUT STREET • PHILADELPHIA, PA. 19104 • BAring 2-1106 • CABLE, NATSTUD

Co-Sponsors: UNITED STATES NATIONAL STUDENT ASSOCIATION, UNITED STATES YOUTH COUNCIL • National Director: FRANK A. MILLSPAUGH

July 9, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street
Atlanta, Georgia

Dear Paul,

Keeping in mind that I have been positively identified as an "insolent yankee," I would nevertheless like to thank you for the help you gave us last week on the advisory committee of the book project. And, of course, for allowing us the use of the Council conference room (without which our entire southern operation would surely fold).

Harry DeLung has completed the draft of the letter to be sent to the presidents of the schools to which we assigned priority. I received copies of the draft today and approved them in a telephone conversation with him tonight. I expect that you will receive copies soon and hope that you will feel free to recommend any changes you consider desirable.

In the desperate attempt to catch my plane, I forgot to give Harry the materials you gave me for him, and I didn't come across them until last night. I forwarded them on to him today.

I am writing Mays, Pitts, and Schlactus, asking that they write "To-Whom-It-May-Concern" type letters of endorsement for the book project to assist me in my fund raising. I hope that you will write one for me too. It need not be lengthy, but I would hope to have it as soon as possible, because I must make the most of this month since I am tied up with conventions throughout August. Of course, any suggestions you may be able to offer as to possible sources of funds will be greatly appreciated.

It was nice talking to you, and I'll let you know what, if anything, develops on the A. Philip Randolph Institute. I am going down to Washington Monday to talk to Don Slaiman of the civil rights department of the AFL-CIO to see if he has any ideas.

Thanks again.

Sincerely yours,

Frank Millspaugh (jld)

Frank Millspaugh
Director

FM:jld

Supporting Organizations:

Americans for Democratic Action, Campus Division
American Friends Service Committee, College Section
American Youth Hostels
Association of International Relations Clubs
B'nai B'rith Young Adults
Collegiate Council for the United Nations
Cooperative League of the U.S.A., Student Div.
Encampment for Citizenship
4-H Clubs and Young Men's & Young Women's Programs
Lisle Fellowship, Inc.
National American Indian Youth Committee of Arrow, Inc.
National Association for the Advancement of Colored People, Youth Division
National Catholic Youth Organizations Federation
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National Newman Club Federation
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National Young Men's Christian Association Young Adult Council
Students for a Democratic Society
Student Non-Violent Coordinating Committee
Student Religious Liberals
United Christian Youth Movement
United World Federalists, Student Division
United States National Student Association
United States Student Press Association
Workmen's Circle
Young Christian Students
Young Christian Workers
Young Democratic Clubs of America
Young Women's Christian Association of the United States of America

AIR MAIL SPECIAL DELIVERY
July 15, 1964

Mr. Jay Janis
Room 5085
Community Relations Service
Department of Commerce
Washington 25, D. C.

Dear Mr. Janis:

Enclosed is a list of persons to be considered for the mediation role. The group is divided into two parts; members of the SRC whom we feel would be appropriate--with some of that list asterisked to indicate persons especially appropriate--and a second group of non-SRC members whom we have thought of. As your list develops if you have need of further suggestions in special circumstances, race, geography, etc., we'll be happy to try to add to this to meet those needs.

If we can be of further help, let us know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

P.S. I trust this also handles your earlier request of Vernon Jordan of the SRC staff.

July 16, 1964

Mr. Carl Holman
U. S. Commission on Civil Rights
Washington 25, D. C.

Dear Carl:

Les has asked me to follow up on your request for names for the Newsletter. Enclosed are several lists. One is the directory of the Southern Interagency Conference. This and the attached list of state councils on human relations pretty well covers the South for agencies. Second, we enclose a list of SRC members (board of directors). This is a good start on community leaders as all on that list are. If you have specific spots you want covered we will try to respond. If necessary we'll even go over the South city by city and try to draw up a detailed list. But, that's a big order. Third, an SRC publications list, updated to the Mississippi report being completed today, is enclosed. Any items on that list are available to you.

By the end of next week we will send material on compliance and non-compliance in the South. This will be a review of newspaper clips, some observations and scattered field reports.

Hope it helps.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

July 20, 1964

Miss Barbara Moffett
American Friends Service Committee
160 North Fifteenth Street
Philadelphia 2, Pa.

Dear Barbara:

Enclosed is a copy of the NAIRO Intern application of Belvie Jean Rooks. Miss Rooks was interviewed here on Friday for the intern program and those of us on the panel were very impressed with her.

I send this to you for she attributed much of her interest and development to AFSC related youth programs. (She was born in Texas but all of her experiences relate to California. She and her husband are spending the summer with her husband's family in Florida.) Also, several times she expressed an interest in working with "an agency like AFSC."

She and her husband hope to move to Washington and both find employment there, though this schedule is flexible.

I am not familiar with the AFSC programs in Washington but should there be any openings, with the intern program or otherwise, I think the appropriate persons would find her an excellent candidate: keen mind, excellent personality, etc.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

BDIND COPY: Jean Rooks

AIR MAIL
SPECIAL DELIVERY
July 20, 1964

Mr. John Cheston
President's Task Force on Poverty
Job Corps Planning
1711 New York Avenue, N.W.
Washington, D. C.

Dear John:

Have tried, unsuccessfully, to reach you by phone about the end-of-the-month meeting. Time is short. Please call me as soon as possible.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

July 21, 1964

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

I see by the New York Times that the SRC has issued a report which criticizes the Justice Department for refusing to accept responsibility to protect the civil rights workers in Mississippi.

But I haven't had a copy.

Do you suppose I could have two copies, please?

And a question -- didn't you send this out to your usual mail list? Or, horrible thought, have I been dropped from it? Should this be the case, I shall be forced to retaliate -- probably by voting for Goldwater. You wouldn't want to push me into doing that, would you?

Sincerely,

Mary Alice

Mary Alice Baldinger

20

July 22, 1964

Miss Thelma Stevens
Women's Division, Methodist Church
475 Riverside Drive
New York 27, New York

Dear Thelma:

We are interested in the whereabouts and future of Bob Hughes (former director of the Alabama Council on Human Relations) who is, as you probably know, just being kicked out of his post as a Methodist missionary in Southern Rhodesia.

I know this is not your department, but thought you would know to what address we could send mail to him.

For all purposes Bob was chased out of Alabama but in the process he realized a long-time dream of becoming a missionary. Now, ironically, it happens to him again!

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
JAckson 2-8764

LESLIE W. DUNBAR,
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

July 22, 1964

On August 5 a meeting will be held in Atlanta to discuss the proposed Job Corps programs of the poverty bill now before Congress.

Mr. John Cheston, a member of the President's Task Force on the War Against Poverty, will discuss the plans of the Job Corps. He also wishes to explore ways in which agencies and schools in the region can assist in the program, especially in the recruitment of the young people who will (or should) be in the Job Corps camp programs.

The meeting will be held at the SRC conference room, beginning at 10:00 A.M. About two hours will be devoted to a detailed explanation of the program. Thereafter, Mr. Cheston would like to meet individually with conference participants.

A small number of persons (about 15) are being invited to this conference on the basis of their ability to give advice on the implementation of this program and/or the possibility of their entering into specific formal or informal arrangements with the President's Task Force on the War Against Poverty.

We urge you to attend and would appreciate knowing whether or not you can do so at your earliest convenience.

Paul Anthony
Director of Field Activities

July 23, 1964

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington, D. C.

Dear Mary Alice:

You are by no means off our mailing list. It's just that our regular mailings are somewhat behind the first class mailing to thepress.

Your copy, through channels, is on the way. In the meantime, one is enclosed.

Please don't vote for the senator. He's got too much support as it is. We can't buy your vote--we're non-political. But the threat is enough to get this off immediately.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

PA - can you attend?

Mr. Dunbar
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Mr. Dunbar:

The Civil Rights Bill of 1964 which is now law has considerable implication for the programs and activities of the Department of Agriculture. This Department is gearing up to make the changes that will be required to carry out the provision of the law. We want to review our plans to meet this responsibility with various groups, including Negro leadership who have an interest in the operations of our various agencies.

I plan to be in Atlanta on Friday, July 24, 1964, along with Bill Seabron of our staff, to meet with a group of local organization people who have chapters or branches in Atlanta to inform them of our planning and get their reaction and advice.

I would appreciate it if you could attend this meeting which will be held in the Office of the Regional Forester, Mr. James K. Vessey, U.S. Forest Service, 50 Seventh Street, N.E., Atlanta, at 10:00 a.m.

I shall look forward to seeing you.

Sincerely yours,

Joe Robertson

Joseph M. Robertson
Administrative Assistant Secretary

Growth Through Agricultural Progress

7 ~~#1~~

Land grant colleges

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

July 27, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta 3, Georgia

Dear Mr. Anthony:

During the course of our phone conversation of July 17, you mentioned that you had materials available on the various aspects of women participation in Civil Rights implementation in the South.

I would greatly appreciate reading this material if it is convenient for you to forward the information to this Office.

Sincerely yours,

Harold E. Morse

Harold E. Morse
Aide to the
Commissioner of Education

Woman's Division of Christian Service of the
Board of Missions of The Methodist Church

CABLE: MISSIONS NEW YORK
FOURTEENTH FLOOR
475 RIVERSIDE DRIVE
NEW YORK 27, N. Y.
RIVERSIDE 9-0700

DEPARTMENT OF CHRISTIAN SOCIAL RELATIONS

THELMA STEVENS
Executive Secretary
MARGARET R. BENDER
Executive Secretary
THERESSA HOOVER
Associate Secretary

July 27, 1964

Mr. Paul Anthony,
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Your letter of July 22nd to Miss Stevens was received on Friday, the 24th. Miss Stevens is expected to return to the office on August 10th.

I called Dr. C. Melvin Blake of the Division of World Missions about your inquiry concerning Mr. Hughes. He did not have definite word on Friday, but has informed me today that beginning July 31st, mail can be sent to Mr. Hughes at: Box 1316, Kitwe, Northern Rhodesia.

Your letter has been forwarded to Miss Stevens. With all good wishes,

Sincerely,

Venetta Grant

Venetta Grant
Secretary to Thelma Stevens

July 28, 1964

Mr. Arthur M. Cohen
1913 Prosser Avenue
Los Angeles 25, California

Dear Mr. Cohen:

We continue to be plagued with the absence of a director of research. For this reason we are not at this time in a position to develop an article for our use.

Quite clearly several parts of your study lend themselves to journal articles. I feel certain, for instance, the Journal of Negro Education would be interested in publishing one or more such articles.

The copy of your dissertation is enclosed. We hope you can give the information therein more widespread distribution since it is valuable.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 29, 1964

The Rev. Robert Hughes
Box 1316
Kitwe
Northern Rhodesia

Dear Bob:

All of us here read with interest of your latest exodus. At least you're improving your company. I don't recall that a Bishop left with you from Alabama!

At your convenience would you let us know of your life and times and plans? And, at any point should you decide to return to the states and the South we would be delighted to discuss possibilities with you.

Your successor, Norman Jimerson, is leaving to take a position with Kalamazoo College. While it means we go recruiting again, this is good for Norman and his family need the break.

Best to Dottie, and all.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 29, 1964

Mr. Harold E. Morse
Aide to the
Commissioner of Education
Department of Health, Education, and Welfare
Office of Education
Washington, D. C.

Dear Mr. Morse:

In many of the communities (I would venture to guess in most) where school desegregation has been faced, women's groups to save-the-schools and/or for law and order have been invaluable. We have worked with a number of them, including those in Little Rock, New Orleans, and Atlanta. Most recently we have been working with such groups in Mississippi.

Enclosed is a guide to such efforts which we prepared last year. This reflects the types of programs carried out and includes a number of specific examples of the groups and their community work.

If the publication ("Transition Without Tragedy") does not provide the information you need we will be happy to try to respond to specifics.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 29, 1964

Mr. and Mrs. Ed Barber
343 East 30th Street
New York, New York 10016

Dear Ed and Virginia:

Always letters to you begin with apology; this time too for taking so long to respond to your final report.

Charlie Watts will be added to our mailing list. You too.

I know your month was of much value to the North Carolina Council and to the people with whom you worked. Hope you think it was worthwhile.

We are sincerely grateful.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

cc: Mrs. Helen Adams

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
ALEXANDER J. ALLEN, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

31 July 64

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

The review of the recommendations of the six regional interview panels, regarding candidates for participation in the NAIRO-Eleanor Roosevelt Human Rights Intern Program, is now completed. The task was a difficult one, in view of the limited number of positions available and the large number of competent and committed persons who had applied.

We are writing now to express our appreciation for your interest in this program and to tell you that it was not possible to include your name on the eligible list at this time. We are sure that you recognize that a program of this type is unique and has features not suited to otherwise highly qualified and outstanding individuals.

Your concern for human rights is commendable and it is our hope that you may find ways to meaningfully express that concern in your work and life.

Again, thank you for your interest in the intern training program.

Sincerely,

Nathan Greene

Nathan Greene
Intern Training Coordinator

P.S. In line with our policy of referring those whom we regard as better qualified for other forms of human relations work to agencies which might make use of such talent, may we suggest that you consider employment in the public accomodations field. We suggest contacting (OVER)

the Director of the Pickrick Project, Lester Maddox.
With your cooperation we can continue to maintain a uniformly competent profession.

PRESIDENT
ALEXANDER J. ALLEN
URBAN LEAGUE OF GREATER NEW YORK
NEW YORK, NEW YORK

PRESIDENT ELECT
KENNETH C. JONES, JR.
U. S. ATOMIC ENERGY COMMISSION
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VICE-PRESIDENTS
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PRESIDENT'S COMMITTEE EEO
WASHINGTON, D.C.

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KENTUCKY COMMISSION ON HUMAN RIGHTS
FRANKFORT, KENTUCKY

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AMERICAN FRIENDS SERVICE COMMITTEE
PHILADELPHIA, PENNSYLVANIA

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NYC COMMISSION ON HUMAN RIGHTS
NEW YORK, NEW YORK

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U. S. COMMISSION ON CIVIL RIGHTS
WASHINGTON, D.C.

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SAN JOSE REDEVELOPMENT AGENCY
SAN JOSE, CALIFORNIA

PHILADELPHIA CHAPTER
B. M. COOPERSMITH
ANTI-DEFAMATION LEAGUE
PHILADELPHIA, PENNSYLVANIA

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MINNESOTA FEPC
ST. PAUL, MINNESOTA

CLEVELAND CHAPTER
IRVING LEVINE
AMERICAN JEWISH COMMITTEE
CLEVELAND, OHIO

ST. LOUIS CHAPTER
DR. THEO SHEA
HUMAN RELATIONS CENTER FOR TRAINING & RESEARCH
ST. LOUIS, MISSOURI

MASSACHUSETTS CHAPTER
MURIEL SNOWDEN
FREEDOM HOUSE
ROXBURY, MASSACHUSETTS

ATLANTA CHAPTER
CHARLES F. WITTENSTEIN
AMERICAN JEWISH COMMITTEE
ATLANTA, GEORGIA

U.S. DEPARTMENT OF COMMERCE
OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20230

July 31, 1964

Messrs. P. Anthony and L. Dunbar
Directors
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Paul and Leslie:

As you know, the Community Relations Service under Title X of the new Civil Rights Law is now being organized. We are now awaiting an appropriation which will enable us to form a staff to carry out the responsibilities of this new agency. In the interim, preliminary planning is being done by a staff on loan from other agencies.

Last week, at the invitation of the Potomac Institute, we met informally with the Washington representatives of the national community relations organizations in order to inform them of our progress to date. A summary of what went on at that meeting is attached for your information.

I do not know how soon we will be able to become operational and to establish a formal relationship between the CRS and the community relations organizations. In the meantime, however, I have been asked to assist Governor Collins and Harold Fleming as a consultant to the CRS working as liaison with the private, voluntary community relations organizations. I do hope that some day soon your schedules will bring you to Washington and that we can meet in order to discuss the future of the CRS. If you can let me know sufficiently in advance of your visit, Harold and I will look forward to seeing you.

Cordially,

Seymour Samet

Seymour Samet
Acting Special Assistant
to the Director-Designate
Community Relations Service

Attachment

Form CD-121
(11-63)
(Pres. by
A.O. 206-10)

UNITED STATES GOVERNMENT

Memorandum

U.S. DEPARTMENT OF COMMERCE
OFFICE OF THE SECRETARY

TO : ALL ATTENDEES AT POTOMAC INSTITUTE MEETING, JULY 14, 1964

DATE: July 22, 1964

In reply refer to:

FROM : Seymour Samet
Acting Special Assistant
to the Director-Designate

SUBJECT: Community Relations Service and Voluntary Organizations

We want to take this opportunity to thank you for participating in the meeting of Community Relations officials convened by the Potomac Institute on July 14, 1964. It is our desire that this be the first of many such meetings.

By way of summary, these were the major items discussed:

1. The Community Relations Service (CRS) is interested in receiving recommendations regarding individuals who may, in your estimate, be considered as effective conciliators to assist the CRS in issues under its jurisdiction. Our interest is in recommendations of people with community relations sensitivities and experience, from various ethnic backgrounds and living in communities throughout the U.S.

2. We are currently developing community profiles of information that can assist us in pursuing our objectives. Your recommendations for sources from which such information can be obtained would be helpful.

3. Your suggestions for program and functions of the CRS are solicited. They can be helpful particularly during this early period when we are engaged primarily in a planning process.

4. We solicit any suggestions you may have for the future relationship between the CRS and your organization.

5. We would appreciate the name of the individual in your Washington office whom we may contact as the liaison between us.

At this moment the task force which is helping to establish the CRS is composed of individuals with temporary assignments. These are all subject to change once an appropriation for the Service is approved and a staff employed. Currently, I have been asked to be the CRS liaison consultant with voluntary organizations. Abe Venable and Analoyce Clapp are the individuals to contact regarding community information; Jay Janis is coordinating plans for the conciliation services.

BUY U.S. SAVINGS BONDS REGULARLY ON THE PAYROLL SAVINGS PLAN

Once again, many thanks for your assistance. Please do not hesitate to call this office with your ideas, recommendations and suggestions.

Contacts: Mrs. Analoyce Clapp WOrth 7-4304 or 332-5566
Mr. Abraham Venable WOrth 7-4304
Mr. Jay Janis WOrth 7-3666
Mr. Seymour Samet WOrth 7-3666

August 3, 1964

Mr. Seymour Samet
Acting Special Assistant
to the Director-Designate
Communkty Relations Service
U. S. Department of Commerce
Office of the Secretary
Washington, D. C.

Dear Seymour:

Thanks for the letter and information. Les will be on vacation during most of August and I doubt that I'll get that far North soon but at the earliest opportunity we would like to call on you and Harold.

I am delighted you are both helping the government but hope in time you'll return. We can't lose all our good men to the feds!

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 3, 1964

Mr. Nathan Greene
Intern Training Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Mr. Greene:

We do deeply appreciate your appreciation and your suggestions. We shall probably deserve having a uniformly competent profession.

With best wishes,

Sincerely yours,

Paul Anthony
Director of Field Activities

PA:mm

PA - pls. reply

Kalamazoo College, Kalamazoo Michigan

August 5, 1964

Dr. Leslie Dunbar, Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Dr. Dunbar:

It was good to be able to talk with you about Norman Jimerson, and I appreciated very much your helpful response to my questions. We have decided to invite Mr. Jimerson to accept the position here.

At your convenience, could you set down in a brief letter the estimate you gave me of him and his work? We should like to make it a part of his permanent personal file here.

With cordial good wishes,

Sincerely yours,

Lloyd J. Averill

Lloyd J. Averill
Vice President

LJA:lrw

From the desk of

RAYMOND M. WHEELER, M.D.

Paul -

I spoke to Les about this man. He will attend the Atlanta meeting sponsored by Commiss. on Civil Rights Aug 12th - Someone should cultivate him. He's ass't Surgeon Gen'l in charge of Hill-Burton Funds and potentially responsive to our problems.

R

August 5, 1964

Dr. Harold M. Granning
7915 Eastern Avenue
Silver Spring, Maryland

Dear Dr. Granning:

Since our meeting last week, I have talked by telephone with Leslie Dunbar, Executive Secretary of the Southern Regional Council, and informed him of your meeting in Atlanta, next week. Unfortunately, he will be away on vacation, but Paul Anthony, Director of Field Activities, will be there. I am most anxious for you to visit the Council offices and meet some of the staff. You will be particularly interested in Paul and he in you.

I have thought much about our meeting last week and particularly of our nice visit afterward. I am greatly encouraged by the obvious quality of the responsible people in this most important area involving both good medical care and civil rights.

I know how difficult it will be for you and your colleagues to put down in regulation form all that you hope to accomplish. It occurred to me that the Southern Regional Council, with its wealth of experience in this sort of thing, might be able to offer valuable suggestions and help. If this idea appeals I am sure they would be happy to review a copy of your proposed regulations before they are drawn up in final form.

Thanks again for an interesting time, and I look forward to seeing you one day in Charlotte.

Sincerely yours,

Raymond M. Wheeler, M. D.

RMW/p

August 10, 1964

Mr. John Cheston
President's Task Force on the
War Against Poverty
1156 - 15th Street, N.W.
Washington, D. C.

Dear John:

Congratulations.

Enclosed are a batch of resumes of good people. On some I have made notes. They represent a wide range of skills and interests but all are appropriate for consideration for some aspect of your program.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Info copy - Paul Anthony

CONFIDENTIAL

August 11, 1964

Harry Fleischman

Charles F. Wittenstein

Operation Compliance

Shortly before the Civil Rights Bill became law, a meeting was held by the Atlanta Negro Summit Leadership and the Mayor's Coordinating Committee. The Negro leadership presented its proposals for community action which outlined the steps which ought to be taken to prepare Atlanta for compliance with the Public Accommodations Title of the Civil Rights Bill. Robert Wood, of the Mayor's Coordinating Committee, then rose to say that it was a remarkable coincidence, the points mentioned by the Negro leadership sounded like the agenda of a recent meeting held by the Coordinating Committee for white leadership at Cecil Alexander's home. Mayor Ivan Allen responded by saying that he was delighted to report that they were already doing virtually everything which the Summit Leadership was asking. Another Negro leader then rose to comment, "Where else but in Atlanta would the white leadership be already doing what the Negro leadership was asking, before the request was made?"

You could almost cut the euphoria with a knife. A more harmonious meeting by the Negro and white has probably never been held in Atlanta. What most of the participants did not know, however, was that the coincidence was no coincidence. Both the Summit Leadership Conference and the Mayor's Coordinating Committee were using the same blueprint --- the AJC blueprint. I am referring, of course, to the short how-to-do-it piece which I prepared after the workshop for southerners at the last AJC Annual Meeting in New York.

I might add that through the good offices of the Potomac Institute, this same piece was widely circulated to inter-group relations professionals throughout the south and undoubtedly became the plan of action in many other cities besides Atlanta. Samet has told me it was used effectively, in much the same way, in Miami.

If I may add a personal note, that Atlanta meeting was a great source of satisfaction to me. I felt a little like a playwright at his Broadway opening listening and watching his script come to life.

For a detailed account of what transpired in Atlanta after the Civil Rights Bill, I refer you to the next issue of Reporter Magazine which will be dated August 13th. It has an excellent treatment of this subject, "The South Learns to Live With the Civil-Rights Law", by Pat Watters. While I assisted Watters in gathering material for this piece, the AJC role was deliberately omitted from it. I did, however, tell the story to the Dallas Chapter at its recent meeting where Murray, Samet and I were well received.

Attached to the original of this memo, but not to the carbon copies, are a compilation of clippings reporting on the compliance effort. They are too numerous to send everyone, but if anyone wishes to see them, I am sure Harry will cooperate. Suffice it to say, that we got statements favoring compliance from all the groups we had wanted to get

them from, and whose support we had determined to enlist during the meeting at the Alexander home. This includes the Chamber of Commerce, the Mayor, the three faiths, the restaurant men, the newspapers, the Grand Jury, the Bar Association, the doctors, and even the realtors.

Regards.

CFW:ra
Encl. (original only)
cc: M. Orbef
D. Danzig
H. Murray
E. Lukas
I. Terman
S. Finsberg
S. Samet
G. Falk

DICTATED BUT NOT READ

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON 25, D.C.

August 11, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, NW.
Atlanta 3, Georgia

Dear Mr. Anthony:

Thank you very much for your letter of July 29 to Mr. Harold Morse enclosing a copy of "Transition Without Tragedy." This looks to me like a most useful contribution. Needless to say, the work that has gone on in connection with this publication, and most particularly that which you have carried out recently in Mississippi, is also an outstanding example of the work of the Southern Regional Council.

As you are probably aware, under Title IV of the Civil Rights Act, the Office of Education is authorized to provide technical assistance to school districts undergoing desegregation. We anticipate that one of the ways in which we can be most helpful is by referring school districts to other agencies which can be of assistance in this matter and by alerting them to publications that may be helpful in their community. "Transition Without Tragedy" is clearly in this latter category. Do you have any objection to our listing this publication, as well as others of the Regional Council, among those which may be requested by school districts in need of assistance? I assume that it would be best for school districts to write directly to the Southern Regional Council for copies of the publication. However, it may

be useful for our field staff to have some copies of their own for study and possibly to lend or give to school districts in appropriate circumstances, unless you prefer that we do not do so. If we could have twenty or so copies at this time I think this would fill the bill. We would, needless to say, be glad to pay for them if you so desire.

Thank you very much for your help. I anticipate that as our program gets underway we will call upon you increasingly for assistance because of your outstanding experience in this area.

Sincerely yours,

David S. Seeley
Special Assistant to the
U.S. Commissioner of Education

August 12, 1964

Miss Joan Ogden
National Educational Television
1790 Broadway
New York 19, New York

Dear Miss Ogden:

Enclosed are several pieces which may help to get some feeling of Beaufort, South Carolina.

Courtney Siceloff (Director of Penn Community Center, Frogmore, South Carolina) was in town this morning. He expressed a willingness to be of any possible help to you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 17, 1964

Mr. David S. Seeley
Special Assistant to the
U. S. Commissioner of Education
Department of Health, Education, and Welfare
Washington 25, D. C.

Dear Mr. Seeley:

Under separate cover we are sending the requested 20 copies of "Transition Without Tragedy." More are available if you need them and we would be happy to have this publication included in any list of resource materials.

You should know that since the guide was published last year we have tried to control circulation so that it would not get into the wrong hands and lead to charges of local people being "integrationists in disguise" or dupes of outside agitators. Please ask your field staff to keep this in mind.

Also, supplementary packets of materials--local items issued since the publication and more specialized materials for particular situations--are available.

We have found the "save-the-school" groups to be a highly valuable asset to a community. In almost every instance these groups consist only of women and/or most of the work is done by a small group of women. Every situation is somewhat different but some basic rules of organization and programming hold true for all. And while consultants and advisers can be very helpful, the final judgments and decisions--as well as the work--must be accomplished by the people concerned.

Incidentally, the women who have gone through the experience make good consultants if proper planning is done and great care is taken in choosing the consultant for the situation. Women from

Atlanta and Little Rock helped the women in Mobile. Women from Mobile visited the leadership now active in Jackson. And, I am hopeful the women in Mississippi will continue their organization and help other Mississippi communities. I am reasonably certain this will be the case and that the Mississippi women will also be helpful in Louisiana. So it goes!

We are available for any possible help.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

JOINT SECTION ON ORGANIZATION AND COMMUNICATIONS
GENERAL BOARD OF CHRISTIAN SOCIAL CONCERNS
OF THE METHODIST CHURCH

THE METHODIST BUILDING
100 MARYLAND AVENUE, NORTHEAST
WASHINGTON D. C., 20002 • 546-1000

August 24, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Mr. Anthony:

At the request of Mrs. Ramsay of the National Woman's Committee for Civil Rights, I am sending you names for contacts in various cities.

Birmingham, Alabama	The Reverend Russell Proctor First Methodist Church Birmingham, Alabama
Huntsville, Alabama	The Reverend Charles Bancroft 2803 Fair Acres Road, South Huntsville, Alabama
	The Reverend John F. Norwood Box 1454 Huntsville, Alabama
	Mr. Ross Shelton 2103 Andrew Jackson Way Huntsville, Alabama
Mobile, Alabama	The Reverend Powers McLeod District Superintendent of The Methodist Church Mobile, Alabama
	The Reverend Lester Spencer 439 Azalea Road Mobile, Alabama
Little Rock, Arkansas	Mrs. Edgar F. Dixon 1 Sun Valley Road Little Rock, Arkansas

Coral Gables, Florida	The Reverend H. Stewart Austin 133 Ponce de Leon Boulevard Coral Gables, Florida
Pensacola, Florida	Mrs. E. C. Rogers 1735 East Cervantes Pensacola, Florida
	The Reverend Paul Duffey 6 East Wright Street Pensacola, Florida
Tallahassee, Florida	The Reverend D. E. Morris 113 Maple Drive Tallahassee, Florida
Tampa, Florida	Dr. Durward McDonnell 2502 Morrison Avenue Tampa 9, Florida
	The Reverend John P. Simon 1007 Florida Avenue Tampa 2, Florida
	The Reverend George Foster Palma Ceia Methodist Church Tampa, Florida
Bunkie, Louisiana	The Reverend W. Spencer Wrenn Box 608 Bunkie, Louisiana
New Orleans, Louisiana	The Reverend J. Woodrow Hearn 2221 Fillmore Avenue New Orleans, Louisiana 70122
Greenville, Mississippi	Mr. Joseph Wroten Box 1334 Greenville, Mississippi
Jackson, Mississippi	The Reverend S. L. Webb 2719 Lilly Street Jackson, Mississippi

Jackson, Mississippi	Mrs. M. L. Harvey 415 North Farish Street Jackson, Mississippi
	Mr. Spencer Sissell 5446 Pine Drive Jackson, Mississippi
	Mrs. Candace Williams 5131 Williams Drive Jackson, Mississippi
Oxford, Mississippi	The Reverend D. A. Clark 415 South Ninth Street Oxford, Mississippi
Charlotte, North Carolina	The Reverend John McWhorter 1901 Townsend Avenue Charlotte, North Carolina
Greensboro, North Carolina	The Reverend Erman F. Bradley 2308 Rocky Knoll Road Greensboro, North Carolina
Raleigh, North Carolina	The Reverend Ralph L. Fleming, Jr. 307 Carolina Avenue Raleigh, North Carolina
Winston-Salem, North Carolina	The Reverend Orion Hutchinson, Jr. Box 228 Walkertown, North Carolina
Dallas, Texas	Dr. Erwin F. Bohmfalk Box 12038 Dallas, Texas
	The Reverend Ira Galloway 10066 Marsh Lane Dallas, Texas
	The Reverend Eldon Traster 2718 Brandon Dallas 11, Texas

Charlottesville, Virginia	The Reverend Howard Peters 654 Evergreen Avenue Charlottesville, Virginia
Danville, Virginia	The Reverend Carl Grubbs 156 Parrish Road Danville, Virginia
Lynchburg, Virginia	The Reverend Jack Taylor 1307 Rittenhouse Street Lynchburg, Virginia
Newport News, Virginia	The Reverend Esdras Gruver 301 - 68th Street Newport News, Virginia
Norfolk, Virginia	The Reverend John Teter 1023 Oaklett Drive Chesapeake, Virginia 23519
Richmond, Virginia	The Reverend Lester Nave 1401 Blue Jay Road Richmond, Virginia
Roanoke, Virginia	The Reverend Andrew A. Good Route #2, Box 409 Roanoke, Virginia

I hope these names will be of assistance to you.

Cordially,

Bob Regan

Robert Regan, Jr.
Acting Executive Director

RR:bc

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON 25, D.C.

August 31, 1964

Mr. Paul Anthony
Director, Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, NW.
Atlanta 3, Georgia

Dear Mr. Anthony:

Thank you very much for the additional copies of TRANSITION WITHOUT TRAGEDY. I am not sure I understand fully your concern about the publication falling into the "wrong hands." My assumption in asking for the copies was that we might give them to local officials or citizens who have asked for assistance in preparing their community for desegregation. Since your warning may be important, if you think our proposed use may cause trouble, please advise us further.

I couldn't agree with you more that parents' groups, other organizations, and even women who have not previously organized are probably our best hope for getting through this business with the minimum amount of social disruption. The Southern Regional Council has done admirably in encouraging these women's groups, and I hope that our activities can contribute further. We will certainly call upon you for help, and I hope you will feel free to do the same if you see how we can assist in your effort.

Sincerely yours,

David S. Seeley
Special Assistant to the
U.S. Commissioner of Education

THE POTOMAC INSTITUTE, INC.
1501 Eighteenth Street, N.W. • Washington, D.C. 20036 • 332-5566

Rec'd 9/2/64

August 31, 1964

P.A. - pls check with Bentley & reply

Dr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Les:

We have available approximately 500 copies of the International City Managers' Association Report No. 229, "The City Government and Minority Groups," February, 1963, which was the joint effort of SRC, ICMA, and the Potomac Institute, you will recall.

If you can use these copies to good advantage, I will be happy to let you have them without cost. We have an additional supply for our own use.

Although I'm keeping my fingers crossed, I can't help but marvel at the extent of voluntary compliance with Title II of the Civil Rights Law. We are printing another booklet in our "Operation Compliance" series detailing a summary of the extent of this compliance in the month or so since the bill became law, which will be available for community distribution. When it comes off the press by week after next, I'll send a sample copy.

I'm thinking about phasing out this public accommodations effort, and perhaps we ought to begin planning along similar lines for Title VII, Equal Employment Opportunity. This might be a good agenda item for the fall meeting of the Southern Interagency Conference on September 24-25, and I would appreciate your calling it to Paul Anthony's attention. I'd like to attend the SIC meeting to discuss such planning, if it is an agenda item.

Hope all goes well with you. Best regards.

Cordially,

Art

Arthur J. Levin
Staff Director

AJL:EMA

STEPHEN R. CURRIER, *President*
LLOYD K. GARRISON, *Treasurer*
JOHN G. SIMON, *Secretary*
PHILIP G. HAMMER, *Trustee*
ANDREW E. NORMAN, *Trustee*
HAROLD C. FLEMING, *Executive Vice-President*
ARTHUR J. LEVIN, *Staff Director*
MARGARET PRICE, *Research Associate*

PA - pls talk with Mr Wire

24 Sanderson St.
Springfield, Mass. 01107
September 3, 1964

Mr. Leslie W. Dunbar, Director
Southern Regional Council
5 Forsyth St., N.W.
Atlanta, Ga. 30303

Dear Mr. Dunbar,

Sometime back I wrote you about a concern we have had for the possibility of our usefulness in the south. I am a Presbyterian minister, with some experience in "inner-city" community-oriented, rather than church-oriented ministry in the north. We've been concerned whether some of the insights and skills we have gained here might not be applicable and useful in some southern urban community.

A member of your staff answered my original letter and gave me several names to contact, which I have done, along with other friends we have in Birmingham, Jackson, as well as Atlanta. Now I plan to come south to visit a few communities and to talk with people in organizations that are working for or waiting for the emergence of the New South, to see where and if we might fit in.

I would like very much to have an hour or so with one of your staff associates to help get myself oriented as to what is happening in some of the urban centers in economics and politics and general social climate, and who in some of them I might go see.

I will be in Atlanta Tuesday and Wednesday, September 8 and 9, and will call your office to see if such a meeting might be arranged.

In case these two letters give the wrong impression of our concern, I have the good fortune of a friend in the same building with you, Dunbar Reed, of the Southern Area Council of the YMCA, who can vouch that I am at least not simply a "do-gooder" nor "rabble-rouser."

Sincerely,

Hugh Wire

Rev. Hugh Wire

September 4, 1964

Mr. David S. Seeley
Special Assistant to the
U. S. Commissioner of Education
Department of Health, Education, and Welfare
Office of Education
Washington 25, D. C.

Dear Mr. Seely:

My comments about "Transition" were only meant to let you know of one precaution we have found necessary. Please feel free to share it with any responsible person.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 4, 1964

Miss Caroline C. Ramsay
1414 - 34th Street, N.W.
Washington 7, D. C.

Dear Miss Ramsay:

We are very grateful for the list of names. They will be included in our mailings and programming of Operation Opportunity.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 4, 1964

Mr. Arthur J. Levin
Staff Director
The Potomac Institute, Inc.
1501 Eighteenth Street, N.W.
Washington, D. C.

Dear Art:

Les has asked me to respond to your letter of August 31.

We can use the extra copies of the City Managers' Association report and would appreciate having them.

The idea of discussing Title VII and exploring an "Operation Opportunity" type program is good. You will be on the Inter-agency meeting agenda to do it.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 8, 1964

Mr. Robert Regan, Jr.
Acting Executive Director
Joint Section on Organization and Communications
General Board of Christian Social Concerns
of the Methodist Church
100 Maryland Avenue, NorthEast
Washington, D. C.

Dear Mr. Regan:

We are very grateful for the list of names you have sent. In some instances we are already working closely with the persons whom you recommend. We shall add to the others to our programs.

Again, thank you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
ALEXANDER J. ALLEN, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

September 14, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

It was good to have a drawl with you t'other day.

Most pleased that you are going to take charge of the Atlanta seminars; I must say that your role in this phase of the NAIRO-ERMF Internship Program represents an incredulous step forward for one who could not qualify as an Intern.

Enclosed are copies of letters sent to Atlanta Intern-supervisors. Will have the reading list following shortly.

Tip a beer at "Wits" for me.

Best,

Nathan Greene
Intern Program Coordinator

NG:ni

September 14, 1964

copies sent to Mr. Noyes Collinson, AFSC
Mr. Wiley A. Branton, VEP, Southern Regional Council
Mr. Clarence Coleman, National Urban League, Regional Office Atlanta

Dear_____

As part of its continuing training program for Eleanor Roosevelt Human Rights Interns, NAIRO is initiating a series of seminars for the study of various problems in intergroup relations work.

Paul Anthony, of the Southern Regional Council will be directing the seminars in Atlanta. He will be in touch with you shortly, with information on the times and places for the local seminars. We hope you will be able to make your Intern available for these meetings.

All best regards,

Nathan Greene
Intern Program Coordinator

NG:ni

COPY

September 21, 1964

Dr. Leslie Dunbar,
Director
Southern Regional Council
Atlanta 3, Georgia

Dear Les:

I am having all kinds of strange experiences, such as being invited to speak on two occasions and being a part of an organization that is highly respected and held in good affection by many of the people in the city. I shall long remember my associations with you and other members of the staff at SRC and also, members and friends of the Alabama Council on Human Relations.

Kalamazoo College is on a year 'round educational program where students spend one quarter in a work situation arranged for by the Career-Service Department. This quarter is either geared to the student's vocational objective or provides an opportunity for the student to explore opportunities of service to his community. It is my hope that some students, placed in service organizations, will be motivated to change vocational goals and explore the possibilities of working with community service organizations.

I plan to be in Atlanta on Monday, September 28, and leave Thursday, October 1 for Washington, D.C. I would hope that you would be available sometime that week to discuss the possibilities of Southern Regional Council employing a student for attleast one quarter, probably in the spring of 1965 from March 29 to June 13.

It is my hope that somehow I can work out arrangements for several students to work in the deep South in addition to working with organizations dealing with intergroup relations. I think it would be beneficial for students brought up in the North to have any constructive job that would give them an opportunity to live in the South for three months and observe cultural patterns that may be different from ones that they are familiar with.

I would be most anxious to have you call me collect, after you receive this letter, if you know of any person who might have an interest in going to the trouble of trying to arrange for employment for a student for the period of three months in almost any kind of work in Atlanta or the deep South. The enclosed materials will give you some idea of Kalamazoo's Program.

Cordially,

Norman C. Jimerson,
Director
Career-Service Quarter

NCJ:ld
Encl. (2)

Kalamazoo College, Kalamazoo Michigan

September 18, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

At the moment I am trying to work out flight plans so that I can attend the Board Meeting in Birmingham on Saturday, September 26 and then spend Monday through Thursday (September 28 to October 1) in Atlanta.

I am hoping, as you can see by the copy of the letter to Les, that SRC will be able to place a student for me.

I am looking forward to spending some time with you and I want you to bring me up to date on current events in the deep South.

Cordially,

Jim

Norman C. Jimerson,
Director
Career-Service Program

NCJ:ld
Enclosure: letter to Dr. Lesie Dunbar

— It was good to talk with you.
I don't want to take a lot of your time, but do appreciate your willingness to help.

Jim

September 23, 1964

Mr. Lloyd J. Averill
Vice President
Kalamazoo College
Kalamazoo, Michigan

Dear Mr. Averill:

Sometime ago Leslie Dunbar requested that I respond to your letter about Norman Jimerson since I have been most directly related to his work. I apologize sincerely for this inexcusable delay.

As you know, Mr. Jimerson was for approximately three years the director of the Alabama Council on Human Relations. This position is, without question, one of the most difficult ones in the entire field of race relations in the South. The pressures, difficulties, and intimidation which Mr. Jimerson and his family faced are almost impossible for the mind to comprehend. That he worked and lived under such conditions for so long is a strong indication of Mr. Jimerson's determination and sense of decency and commitment. I think it was possible only because of a very deep faith which he and his family share.

The ability to work and endure under impossible conditions is the most conspicuous characteristic of Mr. Jimerson's service in Alabama. We have felt these past years that it would be quite a feat for the Alabama Council merely to endure. And, we felt the mere existence of an interracial organization committed to integration was quite a bit of program in Alabama.

At the time of Mr. Jimerson's departure the Alabama Council did still exist and it was stronger than when he came to it. I believe it will continue to exist and to grow. We are grateful for the part Norman Jimerson had in this.

Sincerely yours,

Paul Anthony
Director of Field Activities

PA:mm

September 28, 1964

Mr. Arthur Levin
The Potomac Institute
1501 - 18th Street, N.W.
Washington, D. C.

Dear Art:

We can use 1,000 copies of "Americans Are Law-Abiding Citizens" and will go into the matter further--as we discussed--following reports from the state Councils.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

VIA AIR MAIL
October 20, 1964

Mr. Allan Knight Chalmers
Executive President
NAACP Legal Defense and Educational Fund, Inc.
10 Columbus Circle
New York, New York

Dear Mr. Chalmers:

Paul Anthony is out of the office on a three-weeks' vacation and, in his absence, this is a tentative commitment for him to be with you on Monday, November 23. I have spoken with Les Dunbar about the liklihood of Paul attending this meeting and he asked me to tell you that he hopes very much that Paul can be there. I'm sorry we can't be more definite now, but Paul will return to the office November 1 and I'm sure he will write you immediately.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

N. A. A. C. P. LEGAL DEFENSE AND EDUCATIONAL FUND, INC.

10 Columbus Circle, New York, N. Y. 10019

JUdson 6-8397

October 13, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

There is a need for a skull-session of a baker's dozen or more of us on evaluation of where we are in the process of integration. The problem of the present effectiveness of some our methods and our possible next emphases; what changes, if any, does the Rights Bill make both in resources and in the nature and the coordination of programs; what are the effective next steps, etc., will be our concentration in this full day of conference.

All the elements in the over-all process have been informally consulted and will be represented at this off-the-record, non-official, seminar-type consultation which we are now proposing to hold at The Potomac Institute in Washington on Monday, November 23rd. I have been asked to convene this group. We have done our best in the informal consultations to clear the time from conflicts with other meetings, and hope you will make a special effort to be present because we need your help in this thinking through of plans and process.

Please let me know promptly that you can come. We want you to be away from other duties that whole day to do some tough-minded thinking about our effectiveness. What the past has been must be considered; but we are mainly concerned for the immediate future. Speed in getting acceptance back to me will be both courteous to others and essential for good results from our conference.

Contributions are deductible for U. S. income tax purposes

Mr. Paul Anthony October 13, 1964

Time: Monday, November 23rd (probably beginning at 10:00 a.m. and going on all day.)

Place: Potomac Institute, Washington, D.C.

Drop me your word on this as soon as possible.

Sincerely,

Allan

Allan Knight Chalmers
Executive President

Note that we shifted the date (Harold's) hoping you can make it.

A.

AKC/mw

November 4, 1964

Mr. Allan Knight Chalmers
Executive President
NAACP Legal Defense and Educational Fund, Inc.
10 Columbus Circle
New York, N. Y.

Dear Allan:

Have just returned after a three week absence, therefore this delay.

I shall be in Washington for the meeting on the 23rd and look forward to seeing you then.

With best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

November 9, 1964

Mr. Harold P. Seligson
Director, Practising Law Institute
20 Vesey Street
New York, New York

Dear Mr. Seligson:

Enclosed is my application to attend the Institute's forum, December 3-5. We feel it would be very helpful to us to have a representative at this meeting.

The tuition fee is not enclosed since we would appreciate your consideration of any financial assistance the Institute can give. A scholarship to cover the cost of tuition would be especially helpful.

I look forward to seeing you and taking part in the meeting.

Sincerely,

Paul Anthony
Director,
Field Activities

PA:mm

N. A. A. C. P. LEGAL DEFENSE AND EDUCATIONAL FUND, INC.

10 Columbus Circle, New York, N. Y. 10019

JUDSON 6-8397

mm

November 12, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

The November 23rd Conference at Potomac Institute, Washington is all set. We were pleased that, with one exception, the first string invitees all were able to accept and are planning to be present. Three others have since been added to round out the coverage, making a group of sixteen or seventeen.

We intend to start discussion promptly at 10:00 a.m. and continue until the group decides we have done everything possible for that one day conference. Please keep yourself free of other commitments so that you can be present from the start and stay through at least to late afternoon.

This is not an A.B.C. group, but one of presumed experts who can be assumed to know basic ideas and have up-to-date information on the situation. We want to discuss the effectiveness of various present methods and particularly coordination of sometimes seemingly divergent tactics.

We have a basic responsibility toward grass roots acceptance of civil rights principles and practices. It is to be a probing in depth of present programs and philosophies of action - an unprogrammed discussion but sharply focused on effectiveness of efforts.

I enclose, for your information, the list of those who plan to be there. Let's plan to get to the heart of our problem promptly and see if we can come up with some answers.

Sincerely,

Allan

Date: Monday, November 23rd, 10:00 a.m. (all day)

Place: Potomac Institute, 1501 18th Street, N.W., Washington, D.C.

Contributions are deductible for U. S. income tax purposes

	NAME	ORGANIZATION
1.	Mr. Paul Anthony	Southern Regional Council
2.	Mr. Gordon Carey	Congress of Racial Equality
3.	Dr. Allan Knight Chalmers	Legal Defense and Educational Fund, Inc.
4.	Mr. Walter Davis	CIO-AFL
5.	Miss Jean Fairfax	American Friends Service Committee
6.	Mr. John Feild	United Conference of Mayors
7.	Dr. Harold Fleming	Potomac Institute
8.	Dr. John Griffin	Community Relations Service
9.	Dr. Alfred Kramer	National Council of Churches
10.	Mr. Arthur Levin	Potomac Institute
11.	Mr. Edwin Lukas	American Jewish Committee
12.	Mr. Edward Rutledge	National Committee Against Discrimination In Housing
13.	Mr. Samuel Simmons	Civil Rights Commission
14.	Mr. Sterling Tucker	Urban League
15.	Mr. John Yungblut	Quaker House

Mr. Dunbar: We will be most grateful if you can furnish us names for our program. Perhaps your entire membership, or part, would be interested. We will appreciate your suggestions.

Peace 1/11/64

JOHN HOWARD GRIFFIN AND FATHER DOMINIQUE PIRE ANNOUNCE THAT "WORLD FRIENDSHIP," INTERNATIONAL CORRESPONDENCE PROGRAM NOW EXTENDED TO AMERICAN CITIZENS.....

PA - please reply

Dear Mr. Dunbar:

Throughout the world, news media tell of racial injustice and growing tensions in America. A wave of alarm and perplexity has spread over Europe.

In a concerted international effort to promote understanding and truth, and with the sincere hope that all men everywhere will once again learn to live in dignity and at peace with themselves, John Howard Griffin (author of Black Like Me) and Father Dominique Pire (winner of the Nobel Peace Prize) announce their proposal to extend to citizens of America the service of "World Friendship" originated by Father Pire in 1961.

This program will put Americans, by correspondence, in relations of friendship and understanding with people the world over, to help people understand our problems and avoid the racism that has caused such concern in the United States. Therefore, it has a far more profound purpose than merely getting to know someone, through exchange of letters, from another country.

- - - - - - - - - - - - -

WE NEED YOUR HELP...AND THE HELP OF YOUR FRIENDS AND ASSOCIATES!!!!! Since the program was announced in Europe only a few weeks ago, thousands of interested Europeans —enthusiastic over the chance to participate in this program, to seek out the truth about this grave problem that affects the whole world, to meet and correspond with an American through this program— have enlisted in "World Friendship" through Father Pire's office at the University of Peace in Belgium. For each European correspondent obtained by Father Pire and his staff, Mr. Griffin and his associates are to furnish an American who is interested in participating. And the sad fact remains that after these first weeks only 100 Americans have responded to our appeal for correspondents!!! We can, must and WILL fulfill the original plans of this program, a program that will do so much good to better the brotherhood of man in our time, if enough people join.

* * * * * * HERE'S WHAT YOU DO TO PARTICIPATE IN THE PROGRAM * * * * * *

(1) Each person interested in participating in the international exchange of letters should send the following information to JOHN HOWARD GRIFFIN, MANSFIELD, TEXAS:

Name in full _____
Age _____ Place of Birth _____
Address (where mail will reach you) _____
Principal educational interest _____
Languages spoken and languages read _____
Other information that you would like to tell us about yourself that will help us to better match you with a European with similar interests and background _____

(2) The above information may be sent to us on any type of paper that is handy for you to use...and in pencil, ink, or typewritten.

(3) Upon receipt of your application, we will process your name (make a card for you) and place you into correspondence with a European. (If you are a businessman, we will try to select a European businessman to correspond with you; if you are an artist, we will try to match you with a European artist, etc.)

(4) Within a few days after we have chosen the European who is to correspond with you, you will receive a letter from the European. Answer the first letter you receive and the correspondence will begin. We are certain that you will find it a most rewarding and enjoyable experience.

* * * * * * * * * * * * * * * *

WE NEED YOUR HELP!!! (I am typing these words a second time because WE DO NEED YOUR HELP!!! If we do not match the European correspondents person-for-person many, many Europeans of goodwill and good intentions are going to be disappointed. They want to correspond with an American...they want to exchange thoughts and views and personal experiences...all in an honest effort to understand the ugly factors of racism (WE MUST UNDERSTAND THEM) and to solve and eliminate them (THEY MUST BE SOLVED AND ELIMINATED). WE NEED YOUR HELP!!!) Edmund Burke said: "All that is required for the triumph of evil is simply that good men remain silent."

Sincerely, Bradford Daniel.

Bradford Daniel

AV - please draft letter for my signature

THE AMERICAN JEWISH COMMITTEE

Institute of Human Relations • 165 East 56 Street, New York 22, N. Y. • PLaza 1-4000 • Cable Wishcom, New York

November 18, 1964

Southern Regional Council, Inc. of Atlanta

Dear Mr. Dunbar:

After 25 years of unique service, Rabbi S. Andhil Fineberg will retire as the American Jewish Committee's Community Relations Consultant, November 30th. Dr. Fineberg has pioneered as an author, lecturer and counselor in human relations. As a practitioner, he initiated several of the most effective techniques for combatting anti-Semitism, including the quarantine treatment of rabble-rousers. His contributions include two important books, Overcoming Anti-Semitism and Punishment Without Crime, as well as many articles and circulated memoranda.

Well known as "the Dean of Jewish Community Relations" Dr. Fineberg served three years as president of the Association of Jewish Community Relations Workers. Ordained at the Hebrew Union College in 1920, he received his Divinity Doctorate from the HUC-JIR in 1958. While occupying his full time position on the AJC staff he retained an active role in the rabbinate. Since 1955 he brought Temple Judea of Manhasset and Temple Emanuel of Westchester (Harrison, N. Y.) through their initial stages into maturity. After retirement from the Committee staff Dr. Fineberg will continue to write, lecture and serve as a human relations consultant.

The American Jewish Committee will honor him at the Executive Board meeting in Miami, December 3-4. A communication from you to be presented on that occasion would be most welcome.

Sincerely,

John Slawson

John Slawson

MORRIS B. ABRAM, President
RALPH FRIEDMAN, Chm., Executive Board
PHILIP E. HOFFMAN, Chm., Board of Governors
NATHAN APPLEMAN, Chm., Board of Trustees
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NORMAN S. RABB, Boston, Vice-President
JOSEPH ROSS, Detroit, Vice-President
MELVIN M. SWIG, San Francisco, Vice-President

Yes - Prob Monday - Will call or be there

~~552~~ [redacted]

BR-1-1320

November 18, 1964

Mr. Kenneth Dean
Colgate-Rochester Divinity School
1100 South Goodman Street
Rochester, New York

Dear Mr. Dean:

Helsip Lee has informed us of your interest in the position of Director of the Mississippi Council on Human Relations. The personnel committee has offered the job to a minister in Mississippi--but it is unlikely he will accept.

Would you, therefore, please send a resume to The Reverend Duncan Gray, Jr., St. Peters Episcopal Church, P. O. Box 266, Oxford, Mississippi. I have talked with Mr. Gray, who is President of MCHR, and he is interested in having this information.

Should all concerned remain interested, we would like to arrange for you to visit Atlanta and Jackson in early December.

We look forward to hearing from you.

Sincerely,

PA/rh

Paul Anthony, Director
Field Activities

November 30, 1964

Mr. Bradford P. Wormood
145 Ash Street
Park Forest, Illinois

Dear Brad:

Very good to hear from you. Wish I could offer you some promising suggestions but my world is so removed from that of the business executive that I'm afraid my suggestions would be pretty sophomoric. Atlanta, however, is a prosperous and booming place and I hope you are taking some steps (like with one of the executive employment agencies) to investigate possibilities down here. Also hope your postscript means that you do plan to get to Atlanta sometime soon. If there is anything I can check out for you down here, please let me know.

Would be good indeed to see you. Keep me informed.

Very best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

THE NATION

333 SIXTH AVENUE • NEW YORK 14, N. Y.
CHELSEA 2-8400

November 30, 1964

Southern Regional Council
5 Forsyth Street, N.W.,
Atlanta 3, Georgia

Gentlemen:

As a part of the 100th Anniversary year celebration of The Nation, we wish to send a number of gift subscriptions of the magazine to the local chapters of the various civil rights organizations in the South. Would your organization happen to have such a list for this purpose? We would intend to send between 50 and 100 subscriptions.

Enclosed is a current issue of the magazine. We look forward to hearing from you.

Sincerely,

Jerome L. Wilson

Jerome L. Wilson

state cncls - H + atl
NA - state offices -

December 2, 1964

Dr. S. Andhil Fineberg
The American Jewish Committee
165 East 56 Street
New York 22, New York

Dear Dr. Fineberg:

The news of your retirement as community relations consultant for the American Jewish Committee gives many people a welcomed opportunity. It is a chance to say thank you and to congratulate you on many years of accomplishment in the field of human relations.

Placing a period after twenty-five years of work well done must give you a good feeling. In your case retirement should most probably be punctuated with a comma, signifying a continuation of your work. It is good this is so. I hope retirement will find you only slightly busier than you are now.

Again, my congratulations for your past contributions and my best wishes for your continued efforts in behalf of the common good of all men.

Sincerely,

Leslie W. Dunbar
Executive Director

LWD:mm

Rec'd 12/7/64

DICKINSON
COLLEGE
CARLISLE, PENNSYLVANIA

FA - please reply
(in case you don't know John more
better check with me)

December 4, 1964

Dear Mr. Dunbar:

The increase of students majoring in our Religion Department is paralleled by an equal number who are not concerned to be involved in the clerical realm. Would you share with me the opportunities in your sphere of concern for religion majors to be employed in a meaningful venture during their post-college days, as well as other areas of which you are familiar?

Your

Joseph R Washington, Jr

Joseph R. Washington, Jr.
Chaplain

Mr. Leslie W. Dunbar, Executive Director
Southern Regional Council
Room 201
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Misc.

OFFICE OF ECONOMIC
OPPORTUNITY

EXECUTIVE OFFICE OF THE PRESIDENT
WASHINGTON, D.C. 20506

LWA ✓
AV ✓
LE ✓
MM

December 7, 1964

Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Attention: Mr. Paul Anthony

Gentlemen:

Thank you for helping us get Job Corps recruiting materials out to your local branches. This has been an important assistance in our efforts to get the Corps off to a good start. I hope this is a first step in our cooperative efforts to help deprived young men and women in our country.

For your information I am having sent to you, under separate cover, a sample kit of the recruiting materials sent to your branches.

Sincerely,

Otis A. Singletary
Director, Job Corps

Ext. ~~6421~~ 6421

December 1, 1964

Mr. Ed Wynn
Office of Economic Opportunity
Executive Office of the President
Washington, D. C.

Dear Mr. Wynn:

Relative to our phone conversation earlier today, enclosed is a list of the state Councils on Human Relations, their directors, and addresses. Beside several I have indicated that a "large" packet of material should be sent since I believe these will be the most interested and are more likely to make maximum use of the material immediately.

In the "normal" size packet would you include, if possible, approximately 200 of the posters and an appropriate number of flyers/cards for this many posters; 20 to 30 of the picture books; 1 or 2 film strips with records; 2 handbooks for professionals; 20 or more of the job corps fact sheets. Please also include a larger than average number of the media reorder forms and indicate to the Councils that they, or active local groups, may reorder.

Within the next several days we will write each of the state Council directors informing them of this and urging their cooperation.

I look forward to our cooperation in this important program.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

OFFICE OF ECONOMIC
OPPORTUNITY

EXECUTIVE OFFICE OF THE PRESIDENT
WASHINGTON, D.C. 20506

November 16, 1964

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

The Job Corps requests that the Southern Regional Council assist in recruiting young men and women for the program who live in areas served by staff of the Southern Regional Council. Specifically, we request that the following materials be distributed through your normal channels.

1. Fliers
2. Posters
3. Picture Booklets
4. Sound Film Strips
5. Post Cards
6. Pamphlets for Staff

We should like to distribute the fliers, picture booklets, and film strips to persons who can give them directly to young people who are likely prospects. We think the posters are best displayed in places like rural country stores and filling stations, and in barber shops and store fronts in urban slum areas. The post cards are self-addressed and franked and contain space for a youngster to record his name, address, age, and sex. They should be distributed along with the other materials and provide youngsters an opportunity to express to us in Washington their interest in the program. We would then in turn make them available to local agencies who are responsible for screening. The pamphlets for the professional public are designed to inform adults about the kinds of young people we seek and to enable them to answer important questions youth might raise about the program. The film strip will be available in limited number, but the other materials will be produced in virtually unlimited quantity.

These materials will be ready for mailing in about 10 days. As soon as copies are available, I shall send several copies of each to you. We shall not distribute any item until you have had a chance to see it.

We request that you provide us with an estimate of the number of copies of each of these items which should be distributed through your agency.

The Job Corps will prepare a covering letter and instructions to go with these materials. We request that you also provide us with a covering letter to go with the materials. We shall provide the actual mailing services.

If you agree to assist us in this, please send to us a list of addresses to which materials should be mailed and a recommendation as to the number of each item that each addressee should receive.

After materials have been distributed we shall keep you informed of the results of their use. In our instructions we shall request that local agencies using these materials evaluate their effectiveness and notify us by letter of their evaluations. We shall share this information with you.

Sincerely,

John Cheston

John Cheston

OFFICE OF ECONOMIC
OPPORTUNITY

PUBLIC AFFAIRS
WASHINGTON, D.C. 20506
382-5216

John Chenton

Job Corps Facts

The Job Corps is a national voluntary program that will give poor youngsters a new chance to help themselves.

Young people from the ages of 16 through 21 who are largely unemployable because they lack education and job skills to move ahead will be placed in Job Corps Centers where they can develop skills and self-confidence. The youngsters are carefully screened and must be willing to work hard to improve themselves.

Some centers will be located on public lands operated by conservation agencies such as the Departments of Agriculture and Interior. Other larger centers will be in unused federal government facilities near metropolitan areas. They will provide a new educational approach.

This approach offers a residential environment and a total learning experience tailored to develop new habits and attitudes. Young men and women will receive basic education, skill training, and sound work experience.

The purpose is to enable youngsters to obtain and keep jobs in which they can advance, return to school, or join the military service.

The Job Corps is aimed specifically at one million young people who have not completed secondary education, who have been unable to find a satisfactory job, and whose reading and arithmetic skills range from the 4th to the 7th grade levels. Some high school graduates will be enrolled in exceptional cases.

The Corpsmen

About 40,000 young men and women, from all sections of America, can be enrolled in the first year, and 100,000 in the second year. They will come from rural and urban areas. They will include members of different religious, racial and ethnic groups. Criminals, addicts, and others with serious emotional or psychological disorders will not be eligible for the Job Corps.

Many of the youngsters will have been estranged and insulated from the main stream of society by their environment. Many have been victims of substandard housing, overcrowded schools, and disrupted homes. Some live in areas removed from work and training opportunities.

Although their school achievement may have been low, their intelligence level is about the same as the population as a whole.

To be enrolled in the Job Corps, they must show promise of success and must want to join. Their reading and other needs will be diagnosed on an individual basis. Each will be assigned, insofar as possible, to training that fits his interests and aptitudes. The enrollee and an experienced counselor will decide together what kind of Job Corps Center he should enter.

Job Corps Centers

Centers in rural areas composed of 100 to 200 corpsmen will perform long-needed conservation work on the nation's forests, parks, and natural resources. The youngsters will work in small groups under the supervision of experienced members of the Forest Service, National Park Service, Bureau of Indian Affairs, and the Bureaus of Land Management, Reclamation, and Sport Fisheries and Wildlife. They will learn basic surveying, forest technician skills, weed and pest control, farm skills, fence construction, carpentry, masonry, elementary entomology, equipment operation and maintenance, fire control and prevention skills, cooking, and typing. They will receive personalized instruction by teachers and trained VISTA volunteers. There will be emphasis on the development of civic responsibility and wholesome attitudes.

For every 100 corpsmen, there will be a staff of 21 professional and administrative personnel, including VISTA volunteers. The Job Corps and the Departments of Agriculture and Interior are responsible for operation of the camps. The trainees themselves will handle most of the administration and maintenance, and will take part in setting rules and regulations. VISTA volunteers will work closely with corpsmen in all activities. Physical fitness training will include nutrition and personal hygiene. Basic education will include arithmetic, reading, writing and speaking. Vocational training will include how to get and hold a job, good work habits and attitudes. The program will employ self-teaching, including the use of programmed learning materials, individual tutoring, and group instruction, when that is appropriate.

Other Job Corps Centers of 1,000 to 2,000 corpsmen will be housed in unused military and other government facilities near urban areas. These centers will offer more intensive and more specialized vocational training. Operation will be contracted to colleges, universities, and other organizations. The program may include on-the-job training with local businesses.

Among the occupations for which youngsters are expected to be trained are office machine operator; shipping, accounting and file clerk; data processing machine operator; sales clerk; hospital orderly; waiter, cook, and counter worker; custodial-maintenance jobs; farm equipment operator; appliance and automotive repairman; laundry and dry cleaning work; meat cutters; machine tool operators; and so on. Skills taught will vary from one center to the next. Some centers will specialize in certain occupational categories.

Universities and other institutions interested in operating a larger Job Corps Center may submit proposals to the Job Corps under guidelines set up by the Office of Economic Opportunity. The details of how the center will be operated, the rules and regulations, will be worked out by the Job Corps and the contracting university.

Centers for Women

The women's program will be similar to the Job Corps Center program for men. In addition to basic education, vocational training, and work experience, young women will be trained in family responsibilities. They will be taught how to establish a stable home atmosphere and to rear emotionally and physically healthy children. They will learn about managing money, caring for the home, buying food and clothing, and good health habits.

Selection of Corpsmen

The recruiting of Job Corpsmen will depend largely on referrals by interested individuals and agencies. U. S. Employment Service offices, churches, schools, settlement houses, public and private welfare agencies, boy's clubs, selective service boards, and others will assist in the selection process.

Job Placement

Congress has authorized that Corpsmen may spend a maximum of two years in the Job Corps. However, the average corpsman or woman will spend about a year in the corps. The corps

cannot guarantee a job, but employment chances will be greatly increased. The placement effort begins at the time an enrollee enters the corps. The Job Corps works closely with industry and private agencies to develop job opportunities specifically for corps graduates.

Allowances and Services

Congress has authorized that corps members be paid a "terminal allowance" of $50 for every month they have spent in the corps. Up to $25 of this amount may be alloted to a dependent, and the government will match such allotments with an equal amount. The trainee will receive daily pocket money ($30 a month), room, board and his clothing. The corps will arrange for his medical and dental care by local physicians and dentists, in federal facilities if necessary.

FACTS ABOUT RURAL CENTERS

Selection of center staff personnel is a key part of the Job Corps program. All will receive special training.

Each staff for a rural center includes a Director, a Deputy Director for Education, a Deputy Director for Work Programs, and an Administrative Officer. The center director will, in many cases, be a career Interior Department or Forest Service employe with 10 to 25 years experience, who has demonstrated leadership and the ability to work with young men. The Deputy for Education, experienced or trained in teaching, psychology, or social work, will supervise an experienced counselor and two senior teachers in a 100-man center, and three teachers in a 200-man center. The Deputy for Work Programs will head a staff of three work supervisors in a 100-man center, five in a 200-man center, and technical specialists who will lead work details. The administrative officer, supervising the clerk and two cooks, will keep records and care for the physical needs of center personnel. In addition, VISTA (Volunteers in Service to America) Volunteers will be assigned as advisers to small groups of corpsmen.

Education Program

The purpose of the centers is to provide a specialized education for young people who have not benefited from conventional schooling. The Job Corps can adopt and develop new techniques and materials to offer a full-time learning experience. The techniques will include "self-teaching"

through the use of newly-developed programmed learning courses; association with adult leaders and learning by their example; audio-visual methods; tutoring; classroom instruction, and social relationships with other corpsmen in group activity. Corpsmen will learn how to fill out job applications, how to go about getting a job, and how to keep a job. This environment is expected to give the corpsman the confidence and healthy attitudes with which to use his new skills.

Work Program

Job Corpsmen will not displace local workers. The work will include construction of campground and picnic areas property line surveys, road and nature trail construction, erosion control, fire hazard reduction, reforestation, landscaping, sanitation fencing, logging and sign making. Corpsmen will also work in the kitchens, in supply rooms, offices and maintenance shops.

Benefits to Communities

The main long range benefit to local communities will be the conservation work done by corpsmen. The economic impact of a Job Corps Center will be a more immediate benefit to nearby communities. It is estimated that a 100-man center near a community would bring $180,000 a year in business to local merchants.

It is estimated that corpsmen will spend about half of their living allowance in local communities. Many center staff members will live in nearby communities. Those who do will spend an estimated $300 a month on housing, food and clothing. Where possible, clerks and cooks for the camp will be hired locally. A center will buy most perishable foods and a good portion of its nonperishable items locally, especially in the first year of operation.

Center Locations

The Office of Economic Opportunity plans to open 150 rural centers. A large portion of the centers will be located in the western half of the country because much of the federal land is there.

Free Time

Both corpsmen and staff will receive periodic home leave. Supervised recreation in the center will include group

participation sports, special hobby activities, and other projects. Corpsmen may develop sports teams that can compete with local teams. Men will be encouraged to attend special classes to broaden their education in off-duty hours.

All corpsmen will have an opportunity to attend religious services, either in local churches, or if that cannot be arranged, in the center. It is expected that corpsmen will volunteer some off-duty time to work in local community projects.

#

LISTER HILL, ALA., CHAIRMAN

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JOHN S. FORSYTHE, GENERAL COUNSEL

United States Senate

COMMITTEE ON
LABOR AND PUBLIC WELFARE

December 8, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W., Room 201
Atlanta 3, Georgia

Dear Mr. Anthony:

I wish to advise you that I am currently revising my limited Congressional Record subscription list. As you are no doubt aware, the Congressional Record is a popular publication for which I receive numerous requests from various New York libraries, organizations, schools, and individuals.

It would be appreciated, therefore, if you will advise me within a week should you desire to continue receiving the Record in the future and of any change in address since you received your last issue.

With best wishes,

Sincerely,

Jacob K. Javits, U.S.S.

JKJ:ef

December 9, 1964

Mr. Joseph R. Washington, Jr.
Chaplain
Dickinson College
Carlisle, Pennsylvania

Dear Mr. Washington:

Mr. Dunbar has asked me to respond to your inquiry of December 4.

There is an increasing demand for personnel in the field of human relations. The need in private agencies is growing; in government agencies -- federal, state, and local -- it is mushrooming. Thus far this need, especially in government, is non-Southern, but even here the pattern is changing at a perceptible rate.

We work very closely with a number of Southern agencies, including the state Councils on Human Relations. Two of these Councils have professional staff. Many of these persons are those who have been in the ministry but prefer the less confining and opportune conditions which allow them to work directly in such areas as race relations. For instance, the new director of the Mississippi Council will be, I hope, a young man who is just completing seminary and wishes to return South for this purpose.

Several other observations, limited to the Southern region:

Most of the people who are engaged in work in race relations have, or in some instances, once had, deep religious commitment which was very influential in their being involved.

Rapidly, even in the South, we are moving from race relations and such specifics as school desegregation to the more complex area of "basic problems." (Grappling with the quest for the good life if not the Great Society.) This may have some bearing on your question.

In the general area of human relations there are no

trade schools from which practitioners of this immature science/art are produced. It is a matter of on-the-job training and, more often than not, trial and error. This means relatively inexperienced persons must be brought into the field and trained. It also means that it is very difficult to break in. Everyone wants the experienced.

This does not, however, mean that good and sound training is not required, and preferably sound training and experience beyond the four year college level. The demands of quality have by necessity to grow with the awareness of the complexity of the problems.

Finally, demands usually non-Southern and publicly financed are draining off the skilled persons in this field at a serious rate. Private agencies such as ours must look to those with basic educational requirements and interests and take a chance, as it were. We must look to the new and relatively inexperienced. (This is not to say we look for those who will accept poor working conditions and unreasonably low salaries.) But, we must look for those who want more than salary and title, while still being rational on these requirements.

I hope these comments may be of some help to you. Perhaps, if you are interested, we could deal in possibly worthwhile specifics in later correspondence.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Recd 12/11/64

PA

Southern Student Organizing Committee

P. O. Box 6403
Nashville, Tennessee 37212

GENE GUERRERO, JR., *Chairman*
SUE THRASHER, *Executive Secretary*

RON PARKER, *Treasurer*
ARCHIE ALLEN, *Field Secretary*

LWD

December 9, 1964

Dr. Leslie Dunbar
Executive Director
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Dr. Dunbar:

I am enclosing a report of the fall conference of the Southern Student Organizing Committee held in Atlanta, November 13-15. I have asked Ron Parker to send you a copy of the conference budget.

I'm sorry that you were unable to attend the conference, but was pleased that Margaret Long, Pat Watters, Paul Anthony, and Al Ulmer were there. Perhaps one of the most important decisions made at the conference was the decision to begin working on both white and Negro campuses. While the possibilities for expansion are exciting, our limited staff and bank account are not too encouraging. It looks like we will be operating on the remainder of the SRC grant for the next few months. Our lawyer in Washington said that we could expect to receive our tax exemption by mid-February.

I want to say a personal thank you for helping to make the conference possible with the SRC grant. It was our first tangible evidence that southern students are looking for ways to work in their local communities as well as wanting to communicate with other campus groups across the South.

Sincerely,

Sue Thrasher

(Miss) Sue Thrasher
Executive Secretary

cc: Gene Guerrero, Jr.

REPORT ON SOUTHWIDE FALL CONFERENCE
THE SOUTHERN STUDENT ORGANIZING COMMITTEE
Old Gammon Seminary campus, November 13-15, 1964

The first southwide fall conference of the Southern Student Organizing Committee (SSOC) was held in Atlanta, Georgia, November 13-15 at the old Gammon Seminary campus. Approximately 144 students representing 43 schools and eleven southern states were present.

The conference began on Friday night, with Ron Parker, treasurer of SSOC, talking about the organization of SSOC and how it could relate to local campus groups. General discussion followed concerning the role of local campus groups in their college community. Ideas were exchanged as to successful programming for local areas. After the first evening session a film on the life story of Lillian Smith was shown and a record of readings from her new book was played.

Regular sessions began on Saturday morning, the first one dealing with Students in Politics. Larry Goodwyn, former head of the Texas Democratic Coalition talked about the need for coalition politics, citing examples of how the coalition has successfully worked in Texas. Ed King, national committeeman for the Mississippi Freedom Democratic Party gave the history of the FDP, the convention challenge, and expansion of the party into other deep south areas. Immediately following the morning session a workshop was scheduled to give students a chance to discuss local campus programming.

Don West, Department of Education, University of Maryland, began the afternoon session on Southern History and Economy. Immediately following Mr. West, Robert Van Waes, Staff Associate of the American Association of University Professors spoke on the academic freedom of students. Rev. C. T. Vivian, Director of Affiliates of the Southern Christian Leadership Conference then spoke on civil liberties and violations of constitutional rights. The afternoon session was also followed by a workshop.

Ed Hamlett, a member of the SSOC Executive Committee and director of the white student project of the Student Nonviolent Coordinating Committee (SNCC), began the evening session by discussing the relationship between SSOC and the SNCC. General discussion followed concerning the "whiteness" of SSOC and the possibility of attempting to work on both white and Negro campuses. It was pointed out by some of the people present who are on the SNCC staff that SNCC is beginning to reconsider its base of operation and is moving in the direction of community organizing. Therefore the door is now open for SSOC to expand its emphasis to include all Southern campuses. (Originally SSOC was conceived as being an effort to reach white southern students. The need for working on Negro college campuses had not been felt so keenly since SNCC was considered working with such groups.) The group decided that SSOC should become an inter-racial, inter-collegiate organization. The meeting was then adjourned with the understanding that persons interested in continuing the discussion could meet in another room and those interested in seeing some of the films available could do so.

The business session continued on Sunday morning. The emblem appearing on the SSOC newsletter which had also been made into buttons was discussed at length. It was decided by the group that the black and white clasped hand over the confederate flag should not be considered the SSOC emblem.

The Rev. J. Metz Rollins of the Presbyterian Commission on Religion and Race then spoke briefly on the role of the church in social change. He was followed by James Forman, the Executive Secretary of the SNCC, who spoke on the revolution in the campus and the community.

Immediately following the last session one person from each campus represented met to elect an Executive Committee. Each state represented elected one person to an Executive Committee whose specific task is to plan another Southwide conference tentatively set for February. The second conference is planned to be more representative in terms of predominately white and predominantly Negro campuses. One major fault of the conference was an insufficient amount of time devoted to workshops and discussion of local campus programming. It is hoped that the next conference can focus more on these needs.

The success of the SSOC conference cannot be gauged. In terms of the original purpose of SSOC, which was to involve more white southern college students in social action, a significant degree of success was accomplished. (About 125 white students from southern colleges were present.) In terms of future possibilities the idea of expansion into a broad based student group working on both white and Negro campuses is exciting. With much of the thrust of the civil rights movement in the South being directed at community organizing there is an obvious need for campus organizing to help staff community projects as well as campus projects. There is also a need for students to participate in a wider range of activities such as university reform, academic freedom, political action, poverty programs, unemployment, etc. Perhaps the greatest value of the conference lies in the fact that it did serve to broaden our vision of the task that lies before us.

OFFICE OF ECONOMIC
OPPORTUNITY

EXECUTIVE OFFICE OF THE PRESIDENT
WASHINGTON, D.C. 20506

December 9, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.,
Atlanta, Georgia

Dear Mr. Anthony:

Thank you for helping us get Job Corps recruiting materials out to your local branches. This has been an important assistance in our efforts to get the Corps off to a good start. I hope this is a first step in our cooperative efforts to help deprived young men and women in our country.

For your information I am having sent to you, under separate cover, a sample kit of the recruiting materials sent to your branches.

Sincerely,

O. A. Singletary

Otis A. Singletary
Director, Job Corps

BOOKS FOR EQUAL EDUCATION

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Co-Sponsors: UNITED STATES NATIONAL STUDENT ASSOCIATION, UNITED STATES YOUTH COUNCIL • National Director: FRANK A. MILLSPAUGH

LWD ✓
AU ✓
PA

December 9, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Paul:

Just thought I would drop you a note to confirm our telephone conversation of the other day. I will be arriving in Atlanta Sunday evening and will contact you for an appointment some time Monday before noon. I very much hope that we will be able to spend an hour or two together some time Monday or Tuesday to discuss a number of things, must importantly the Books for Equal Education program and its Southern distribution as described in my earlier letter.

On Wednesday I am driving down to Fort Valley in Georgia to make a presentation of some books, slides, and a slide projector to the H. A. Hunt High School there. On Thursday I will be in Tuskegee, Alabama visiting the mobile library units which Books for Equal Education helped to stock this summer. After that I will go to New Orleans and to Jackson, Mississippi; so I have a pretty pleasant trip lined up for myself over the next few days. I realize that it does not any ways near compare to the trip you just came back from.

Hoping to see you soon, I remain

Sincerely yours,

Frank

Frank Millspaugh

FM/aa

Supporting Organizations:

Americans for Democratic Action, Campus Division
American Friends Service Committee, College Section
American Youth Hostels
Association of International Relations Clubs
B'nai B'rith Young Adults
Collegiate Council for the United Nations
Cooperative League of the U.S.A., Student Div.
Encampment for Citizenship
4-H Clubs and Young Men's & Young Women's Programs
Lisle Fellowship, Inc.
National American Indian Youth Committee of Arrow, Inc.
National Association for the Advancement of Colored People, Youth Division
National Catholic Youth Organizations Federation
National Federation of Catholic College Students
National Jewish Welfare Board
National Newman Club Federation
National Student Christian Federation
National Student Council of the Young Men's Christian Association
National Young Men's Christian Association Young Adult Council
Students for a Democratic Society
Student Non-Violent Coordinating Committee
Student Religious Liberals
United Christian Youth Movement
United World Federalists, Student Division
United States National Student Association
United States Student Press Association
Workmen's Circle
Young Christian Students
Young Christian Workers
Young Democratic Clubs of America
Young Women's Christian Association of the United States of America

Recd 12/11/64

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MM

Come see help?

December 10, 1964

Mr. Leslie Dunbar, Executive Director
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Georgia

Dear Les:

I wonder if SRC could do a favor for MFRC? We are carefully considering for a staff job Mr. Tom Tolg of Miami University, Oxford, Ohio. You may remember Tom as one of the SNCC members who were tried before Judge Pye in Atlanta in August, 1963. He has been working for his M.A. in Sociology at Miami U.

Mr. Tolg mentioned that he later saw the transcript of the "colloquy" between the Judge and himself during the trial, in which Tom tried to explain why he did what he did. Tom thinks that SRC has a copy (he mentioned Marjorie Manderson) also that the Atlanta Constitution had a copy.

Les, would it be possible for us at MFRC to have the loan of this part of the trial record, if a copy is available? We would need it a relatively short time, to be read by the examing committee, then returned.

I know you'll help if you can.

Warm greetings from what Virginia Coffey once called "our borderline city."

Ever yours,

Marshall

Marshall Bragdon S/ach
Executive Director

MB/ach

MM - file

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Director of Information and Publications

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Administrative Assistant

December 11, 1964

Dear Paul:

Please let me know whether January 15 is a good day for us to meet on the issues we discussed at the Potomac. I will be back from California about December 15, and if that date is alright with you, I will invite the appropriate government Race Relations men to join us with you at the Southern Regional Council offices.

It was good to see you again.

Best regards,

Ed

Edward Rutledge
Executive Director

ER:bc

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

(Board Members, Member Organizations and Advisory Council listed on reverse side)

December 14, 1964

Mr. Jerome L. Wilson
The Nation
333 Sixth Avenue
New York 14, New York

Dear Mr. Wilson:

We are very sorry to be slow in replying to your letter of November 30. Our list of civil rights organizations in the South is enclosed. We understandifrom the regional NAACP that they have sent you a list of their field secretaries and state presidents, so we will not duplicate their names here.

(And my personal congratulations to my favorite magazine on reaching its 100th Anniversary year.)

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

Enc.

Misc

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

December 15, 1964

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Georgia

Dear Paul:

I'm writing to remind you of the Southern Regional Council's annual subscription to the National Civil Liberties Clearing House, which is due this month.

As you know, I think, the SRC has been subscribing for a good many years at $25 per annum -- the standard rate set by our Administrative Committee as necessary to cover the costs of maintaining an agency on our mail list.

When I wrote about this last year, I raised the question of whether -- now that we are tax-exempt for donor-deductibility -- the SRC might feel inclined to increase its Clearing House allocation, as several other exempt agencies have done.

You replied that the matter had already been acted upon for 1963-64, but that I might mention it again in writing about your 1964-65 subscription and you'd try to see that it got consideration.

So now I am doing so. If the amount can possibly be raised, that will be lovely.

If it can't, we will still be proud to number the SRC among our friends.

I hope that things are going well for you, and that 1965 will bring you just what you want, in very way.

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

PS -- Our 1965 conference is set for April 1 and 2. It will be great if you can be with us again.

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D.C. 20415

CHAIRMAN

December 16, 1964

TO ALL UNITED FUNDS AND COMMUNITY CHESTS

Subject: Nondiscrimination Standard for the Federal Fund-Raising Program

The eligibility requirements for fund raising in the Federal service have been revised so as to limit solicitation privileges to those voluntary health and welfare agencies which follow a policy and practice of nondiscrimination, as described in the enclosed statement. The new requirements are effective for all campaigns beginning after July 1, 1965.

A proposal of this nature was unanimously endorsed last year by the Federal Fund-Raising Advisory Council, composed of the presidents of the United Community Funds and Councils of America, the American Red Cross, and representative National Health and International Service agencies. Many voluntary agencies have already adopted or reaffirmed nondiscrimination policies which meet the standard.

This letter is notice of the new requirements. You are requested to transmit the information to all member agencies so that they can take timely steps to meet the eligibility standard. Upon the advice of UCFCA, we have provided procedurally, as described in the enclosed statement, for member agencies to furnish the local united fund, community chest or other federated group (1) a statement of policy by its local governing board covering the elements of nondiscrimination listed in the standard and (2) a certification that the practices of the local agency in fact conform with the standard. The local united fund or chest will forward these documents in a group, with the policy statement and certification of the fund or chest itself, to the appropriate Federal official in each community. These documents are required of all member agencies except local units of a few national agencies, such as the American Red Cross, which can certify nationally to the practices of their local units. Only those member agencies which meet the nondiscrimination requirements may be listed in solicitation literature distributed in local Federal offices and installations and participate in contributions received in Federal on-the-job campaigns.

Local certifications applicable to next fall's united fund or community chest campaign in Federal agencies must be filed with the appropriate Federal official by July 1, 1965. The official designated to receive this material is the chairman of the local Federal Executive Board or other authorized Federal coordinating group in your community or, in the absence of such an organization, the head of the local Federal office

or installation having the largest number of personnel, civilian and military. He is authorized and responsible for determining that the policy statements and certifications meet the nondiscrimination requirements and for notifying the heads of all other local Federal offices and installations of his finding.

After July 1, 1965 no Federal office or installation will permit the solicitation of employees or military personnel on the job on behalf of any voluntary health or welfare agency which has not thus satisfied the nondiscrimination requirements. In the event a voluntary agency files a satisfactory policy statement and certification as to nondiscriminatory practices but information is received which raises a substantial question whether the agency's practices in fact meet the standard, the appropriate Federal official as designated above will make such investigation as may be necessary and, after providing the agency an opportunity to present evidence of satisfactory compliance, will make a determination whether Federal fund-raising privileges will be granted or withheld from the agency in the local area.

We will welcome your participation in these steps to realize more fully a policy and practice of nondiscrimination in voluntary health and welfare services.

Sincerely,

John W. Macy, Jr.
Chairman

Enclosure

STATEMENT BY THE CHAIRMAN OF THE CIVIL SERVICE COMMISSION

REGARDING NONDISCRIMINATION IN VOLUNTARY HEALTH AND WELFARE SERVICES

Voluntary health and welfare agencies financed by contributions from the general public play a vital part in maintaining the well-being of the American people. In recognition of the importance of their unique role in our society, Government agencies annually solicit voluntary contributions from Federal employees and members of the Armed Forces to assist in providing the financial support they require. Contributions on the order of $25,000,000 a year are made to local united funds and community chests and to the American Red Cross and other national voluntary agencies that meet the eligibility standards for participation in Federal fund-raising campaigns.

The great majority of voluntary health and welfare agencies serve all citizens without racial discrimination. Unfortunately, this practice is not universal. In some communities our Negro citizens are excluded from participation in health, welfare and recreational services that are available to all others who are in need, or they are provided inferior services on a segregated basis. This circumstance works against many who are already disadvantaged and tends to perpetuate in our society the very conditions that humanitarian services are designed to eliminate.

President Johnson has taken action, as did President Kennedy before him, to secure the right of all citizens to the full and equal enjoyment of services and facilities of a public nature and has appealed to private organizations and individuals to help extend the principle of equal opportunity throughout American life. Our national policy is clear, and I can no longer in good conscience recommend to Federal employees, who themselves work under conditions of equal privilege and opportunity, that they continue to participate in the financial support of health and welfare services which are conducted on a racially discriminatory or segregated basis. Nor can Government agencies properly continue to use official time and manpower to conduct on-the-job solicitations on behalf of health and welfare agencies which persist in these practices. Therefore, in the exercise of my responsibility under Executive Order 10927 and with the unanimous concurrence of the Federal Fund-Raising Advisory Council of voluntary agency leaders I have determined that fund-raising privileges in the Federal establishment must hereafter be limited to agencies which follow a policy and practice of nondiscrimination.

This decision takes into consideration the fact that voluntary agencies which currently do not meet this standard are free to choose whether they wish to maintain their present policies without change, or -- and I sincerely hope that all will choose the latter course -- to amend their policies in the spirit of our democracy and join with the majority of their associates in practices which merit the continued support of Federal employees and members of the Armed Forces. In order that such agencies may have a

reasonable opportunity to consider a change in governing policies, the nondiscrimination requirement will be effective for Federal fund-raising campaigns beginning after July 1, 1965.

The new eligibility standard will be as follows: All voluntary agencies recognized for fund-raising privileges within the Federal service must operate without racial discrimination. This policy applies to persons served by the agencies, to the staffs of the agencies and to membership on their governing boards. Operating without discrimination means that:

1. No person is excluded from service because of race;

2. There is no segregation of those served on the basis of race;

3. There is no discrimination with regard to hiring, assignment, promotion or other conditions of staff employment; and

4. Agency governing bodies are open to representation from all segments of the public.

An "agency" for the purpose of this standard means a united fund, community chest, or other local federated group and each participating member; and the national office and each chapter or local affiliate of a national voluntary agency which is recognized for participation in Federal fund-raising campaigns.

Administration of the nondiscrimination requirement will be the responsibility of the Office of the Chairman, U. S. Civil Service Commission, at the national level and the appropriate Federal Executive Board or other coordinating group in each local community where such a group exists. In other communities it will be the responsibility of the head of the local Federal installation having the largest number of civilian and military personnel. The nondiscrimination requirement applies to all fund solicitations on the job for contributions to voluntary health and welfare agencies and to such "off-the-job" solicitations, on military installations and at entrances or in concourses or lobbies of Federal buildings, as require official permission. It does not apply, of course, to solicitations of Federal personnel at their homes or otherwise in their capacity as private citizens away from their places of employment or duty stations.

National voluntary agencies must certify in their annual applications due March 1, 1965, that their practices in fact conform with the nondiscrimination standard. Applications should be accompanied by an appropriate policy statement of the agency's governing board. Each local chapter or affiliate of a national agency, except local units for which the national organization is empowered to certify, must furnish this certificate and accompanying

policy statement of its local governing board to the chairman of the appropriate local Federal coordinating group or, in the absence of such a group in the community, to the head of the principal local Federal installation. Each local united fund or chest must furnish a certificate and policy statement for its own organization and receive and forward certificates and policy statements from those of its member agencies that wish to participate in the solicitation of Federal personnel. Local certificates must be filed by July 1, 1965. These assurances will be accepted as satisfactory evidence of compliance with the nondiscrimination standard in the absence of evidence to the contrary.

John W Macy Jr

John W. Macy, Jr.
Chairman

December 15, 1964

December 17, 1964

Mr. Carl Holman
U. S. Commission on Civil Rights
Washington 25, D. C.

Dear Mr. Holman:

The lists of names you were promised are enclosed. We would also suggest that you consult the list of people on state Advisory Committees to the Civil Rights Commission, and the National Citizens Committee, CRC list.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

United States Youth Council

345 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

MUrray Hill 7-8300

December 17, 1963

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Thanks very much for your letter of December 12th. We were delighted that you were able to participate in the conference and as usual, your great insight into people and excellent quality of expression was instrumental in successfully getting across to the conference participants some of the problems of racial segregation in the South.

If it is possible for you to secure reimbursement from SRC for this conference, it would be very helpful to us. As you know, we had hoped to have a couple of hundred more participants and we did run up a fairly severe deficit on the conference.

We will be continuing our negotiation with the Ford Foundation on the Southern project. I will keep you advised of the developments on that front. I think that unless we are able to secure a grant from somewhere in advance of the conference, it will not be possible for us to put on a Southern Conference this Spring because our time is going to be more than taken with our plans for hosting the WAY Assembly. We will keep you advised of our progress in planning for the WAY and hope that you will be able to participate in the planning and hosting of the delegates' tours of the United States.

With all best wishes for the Holiday Season.

Best,

Jed

Jed Johnson, Jr.
President

JJjr:mps

Misc

December 21, 1964

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington, D. C.

Dear Mary Alice:

Enclosed is our check for $50.00 as our annual subscription to the Clearing House. Happily, we were able to make this some increase over our previous amounts.

April 1 and 2 are marked on my calendar.

Les Dunbar and all the staff join me in sending all good wishes to you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

December 23, 1964

Mr. Paul Anthony,
Director of Field Activities,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Georgia.

Dear Paul:

This is to acknowledge and to thank you most sincerely for the $50 subscription which reached the National Civil Liberties Clearing House today, covering 1964-65 for the Southern Regional Council.

And I thank you even more heartily for the increase it represents. This will help butter our parsnips.

I'm delighted that there's some chance that you'll be able to come to our 1965 conference.

And I send you all my best wishes for a really great 1965.

Yours,

Mary Alice

Mary Alice Baldinger
Executive Director

Rec'd 12/28/64

UNITARIAN UNIVERSALIST ASSOCIATION

OF CHURCHES AND FELLOWSHIPS IN NORTH AMERICA

25 Beacon Street, Boston, Massachusetts 02108 — Area Code 617 742-2100

HOMER A. JACK
Director

DEPARTMENT OF SOCIAL RESPONSIBILITY

FA - phone

December 23, 1964

The Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Sir:

As new director of the Department of Social Responsibility of this religious denomination, I am taking a brief trip to Mississippi on January 1-8. On Saturday, January 9th, I will be in Atlanta. I know that Saturday is often not a work day, but if one of your executives will be in your office that morning, I would like to have an appointment to get to know of the current work of the Council. Perhaps one or two colleagues will accompany me.

Sincerely yours,

Homer A. Jack,
Director

HAJ/er

UNITED NATIONS OFFICE:
Elizabeth Swayzee, *Director*
777 U. N. Plaza
New York, N. Y. 10017
(212) YU 6-5165

WASHINGTON OFFICE:
Robert E. Jones, *Director*
245 Second St., N.E.
Washington, D. C. 20002
(202) 547-0254

December 28, 1964

The Honorable Jacob K. Javits
United States Senate
Washington, D. C.

Dear Mr. Javits:

Since we did not reply to your request concerning continued receipt of the Congressional Record within the stipulated week I trust this service has been discontinued.

During the past several years we have made considerable use of the Record but we now feel our needs do not justify asking you to continue this service.

Please know that we are deeply grateful for this courtesy as well as for your outstanding contributions and leadership in the promotion of civil rights for all citizens.

With best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

December 28, 1964

Mr. Homer A. Jack
Director
Unitarian Universalist Association
25 Beacon Street
Boston, Massachusetts

Dear Mr. Jack:

The Executive Director of SRC has referred your request of the 23rd to me. I shall be happy to be in the office on Saturday the 9th to meet with you and others of your staff. Please let me know what time you would prefer coming by. If I do not hear hear from you I shall be at the office around 10 A.M. and be available anytime thereafter at your convenience.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

December 29, 1964

Mr. Marshall Bragdon
Executive Director
The Mayor's Friendly Relations Committee
908 Plum Street
Cincinnati, Ohio

Dear Marshall:

Enclosed is the transcript which you requested of Les in your letter of December 10. Marge Manderson of our staff secured this for us and, incidentally, thinks highly of Tolg. Please return the manuscript at your convenience.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

December 30, 1964

U. S. Civil Service Commission
Washington 25, D. C.

Gentlemen:

Could you send us a copy of the recent directive limiting fund raising with government employees to those charities which are non-discriminatory in their program and application? Thank you very much.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

AMERICAN TEAMWORK WORKS

National Urban League, Inc.

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Arthur Q. Funn
Legal Counsel

December
Thirtieth
1 9 6 4

Dear Paul:

I have started a weekly radio program called "National Civil Rights Roundup," a weekly news summary, which I tape at WWRL in New York -- and which we plan to distribute to about 100 stations beginning in February.

Can I please be put on the SRC mailing list for all releases, the Southern School News and the like. These documents would be most useful -- and for Whitney's column too.

I would be most indebted to you for this arrangement. Sending you every good wish for the New Year.

Yours truly,

Sherwood

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

SR:dw

Affiliated with National Social Welfare Assembly, National Conference on Social Welfare
Contributions to the National Urban League are tax deductible

Misc. LADV LEV AUV PAV

December 30, 1964

Dear Phil:

At a recent meeting I attended with Paul Anthony of the Southern Regional Council, he expressed concern with the manner in which Federal housing programs are being planned and administered in a number of the southern states.

He cited several instances in which certain Federal programs, especially urban renewal, had established for the first time in these communities a rigid pattern of racial residential segregation. He asked our advice and assistance in coping with these problems.

It was my suggestion that we convene a meeting of you in your role as Director of the Intergroup Relations Branch, Public Housing Administration, Dr. Booker McGraw, Larry Duncan, Oliver Hill, and your regional counterparts in the Atlanta area with Leslie Dunbar, Paul Anthony and their Research Economist.

I have just discussed this matter further with Paul, and he informs me that both he and Les Dunbar look forward to such a conference. We were able to confirm a date that was mutually satisfactory to us for Thursday, February 18, 1965, from 12:00 noon through 4:00 p.m. The meeting is to be held at the Southern Regional Council offices at 5 Forsyth Street, N.E., Atlanta, Georgia.

I hope that this date meets with your approval and that we will be able to convene at that time. Please let me know at your earliest convenience.

With best wishes for a very Happy New Year!

Sincerely,

Edward Rutledge
Executive Director

ER:bc

cc: Paul Anthony

Mr. Philip G. Sadler, Director
Intergroup Relations Branch
Public Housing Administration
Longfelllow Building - Room 1101
Washington, D. C. 20413

December 30, 1964

Dear "Mack":

At a recent meeting I attended with Paul Anthony of the Southern Regional Council, he expressed concern with the manner in which Federal housing programs are being planned and administered in a number of the southern states.

He cited several instances in which certain Federal programs, especially urban renewal, had established for the first time in these communities a rigid pattern of racial residential segregation. He asked our advice and assistance in coping with these problems.

It was my suggestion that we convene a meeting of you in your role as Assistant to the Administrator for Intergroup Relations of the Housing and Home Finance Agency, Larry Duncan, Oliver Hill, Phil Sadler, and your regional counterparts in the Atlanta area with Leslie Dunbar, Paul Anthony and their Research Economist.

I have just discussed this matter further with Paul, and he informs me that both he and Les Dunbar look forward to such a conference. We were able to confirm a date that was mutually satisfactory to us for Thursday, February 18, 1965, from 12:00 noon through 4:00 p.m. The meeting is to be held at the Southern Regional Council offices at 5 Forsyth Street, N.E., Atlanta, Georgia.

I hope that this date meets with your approval and that we will be able to convene at that time. Please let me know at your earliest convenience.

With best wishes for a very Happy New Year!

Sincerely,

Edward Rutledge
Executive Director

ER:be

cc: Paul Anthony

Dr. Booker T. McGraw
Assistant to the Administrator
for Intergroup Relations
Housing and Home Finance Agency
Normandy Building - Room 814
1626 "K" Street, N.W.
Washington, D. C. 20410

December 30, 1964

Dear Oliver:

At a recent meeting I attended with Paul Anthony of the Southern Regional Council, he expressed concern with the manner in which Federal housing programs are being planned and administered in a number of the southern states.

He cited several instances in which certain Federal programs, especially urban renewal, had established for the first time in these communities a rigid pattern of racial residential segregation. He asked our advice and assistance in coping with these problems.

It was my suggestion that we convene a meeting of you in your role as Assistant to the Commissioner for Intergroup Relations Service of the Federal Housing Administration, Dr. Booker McGraw, Larry Duncan, Phil Sadler, and your regional counterparts in the Atlanta area with Leslie Dunbar, Paul Anthony and their Research Economist.

I have just discussed this matter further with Paul, and he informs me that both he and Les Dunbar look forward to such a conference. We were able to confirm a date that was mutually satisfactory to us for Thursday, February 18, 1965, from 12:00 noon through 4:00 p.m. The meeting is to be held at the Southern Regional Council offices at 5 Forsyth Street, N.E., Atlanta, Georgia.

I hope that this date meets with your approval and that we will be able to convene at that time. Please let me know at your earliest convenience.

With best wishes for a very Happy New Year!

Sincerely,

Edward Rutledge
Executive Director

ER:bc

cc: Paul Anthony

Mr. Oliver W. Hill
Assistant to the Commissioner
Intergroup Relations Service
Federal Housing Administration
Lafayette Building - Room 749
Washington, D. C. 20411

December 30, 1964

Dear Larry:

At a recent meeting I attended with Paul Anthony of the Southern Regional Council, he expressed concern with the manner in which Federal housing programs are being planned and administered in a number of the southern states.

He cited several instances in which certain Federal programs, especially urban renewal, had established for the first time in these communities a rigid pattern of racial residential segregation. He asked our advice and assistance in coping with these problems.

It was my suggestion that we convene a meeting of you in your role as Assistant to the Commissioner for Intergroup Relations of the Urban Renewal Administration, Dr. Booker McGraw, Phil Sadler, Oliver Hill, and your regional counterparts in the Atlanta area with Leslie Dunbar, Paul Anthony and their Research Economist.

I have just discussed this matter further with Paul, and he informs me that both he and Les Dunbar look forward to such a conference. We were able to confirm a date that was mutually satisfactory to us for Thursday, February 18, 1965, from 12:00 noon through 4:00 p.m. The meeting is to be held at the Southern Regional Council offices at 5 Forsyth Street, N.E., Atlanta, Georgia.

I hope that this date meets with your approval and that we will be able to convene at that time. Please let me know at your earliest convenience.

With best wishes for a very Happy New Year!

Sincerely,

Edward Rutledge
Executive Director

ER:bc

cc: Paul Anthony

Mr. J. Lawrence Duncan
Assistant to the Commissioner
for Intergroup Relations
Urban Renewal Administration
Lafayette Building - Room 663
Washington, D. C. 20410

NEWSLETTER

Southern Student Organizing Committee

VOL. 1, NO. III DECEMBER, 1964

SSOC PLANS CHRISTMAS PROJECT IN MISSISSIPPI

"The Christmas Project" of SSOC is a service project planned for two four day periods during the holiday season, December 19-23 and December27-January 1. Service projects have been arranged for Hattisburg, Laurel, and possibly Meridian.

The project in Hattisburg will be remodeling the Dewey Street Community Center, a ramshackle house that is currently being used for group activities and Freedom School. Hattisburg is in the 5th Congressional District and during the summer maintained a staff and volunteer corps of 50 people. In addition to the "labor" of working on the center, volunteers will also have the opportunity to canvass for voter registration. Douglas Smith is the acting project director in the absence of Sandy Leigh.

Volunteers in Laurel, Mississippi will be helping to remodel an old house that will be used as living quarters for the staff. Gwyn Robinson is project director in Laurel which is also in the fifth district.

There is a possibility that workers can also be used in Meridian painting a community center directed by Eric Weinberger. This particular center was the one started by Michael and Rita Schrewner.

Housing arrangements will be made by COFO staff people now working in the projects. Volunteers will be expected to pay for their own food. Estimated expenses for each four day period is approximately $10-$15.

Students who are interested in working in either the before Christmas session or the post-Christmas project should contact the SSOC office for additional information and application forms immediately.

SOUTHWIDE CONFERENCE HELD IN ATLANTA

The first southwide fall conference of the Southern Student Organizing Committee (SSOC) was held in Atlanta, Georgia, November 13-15 at the old Gammon Seminary campus. Approximately 144 students representing 43 schools and eleven southern states were present.

The conference began on Friday night, with Ron Parker, treasurer of SSOC, talking about the organization of SSOC and how it could relate to local campus groups. General discussion followed concerning the role of local campus groups in their college community. Ideas were exchanged as to successful programming for local areas. After the first evening session a film on the life story of Lillian Smith was shown and a record of readings from her new book was played.

Regular sessions began on Saturday morning, the first one dealing with Students in politics. Larry Goodwyn, former head of the Texas Democratic Coalition talked about the need for coalition politics, citing

Continued on page 3

MONEY IS NEEDED TO HELP FINANCE THE PROJECT

The Dewey Street Community Center in Hattisburg is completed on one side. The other side has not been completed due to a lack of funds. One of the important aspects of the project is that SSOC volunteers will be furnishing supplies as well as manpower. Campus groups are urged to raise money to finance this project. (Please note the fund-raising technique used by Maryville College.) Personal pledges of $1 from 30 people on ten campuses would make the Dewey Street Community Center in Hattisburg a pleasant center for activity.

REPORT OF FIELD SECRETARY

In the month preceeding the SSOC 1964 Fall Conference, I, as Field Secretary for SSOC, visited twenty-nine campuses in a six state area. The following observations are made in reflecting on that trip.

As Fall 1964 approached, vague, yet positive references were often made by SSOC organizers concerning the "isolated Southern student." The efforts of SSOC in executing a southwide fall conference have proven to us, as well as to others, that the socially conscious, "mythical" Southern student does, in reality, exist.

While everyone was apparently pleased and impressed due to the physical bodies present, it is important to remember that for each person represented, there were eight or twelve or twenty or forty students back on the campus in each locality. These persons, not in attendance at the conference, may be equally concerned and certainly a great potential not to be overlooked. This is true of most of the campuses I visited, and I can testify also to activities, groups, and persons who were not represented at the Conference.

Not only did Southern students exist, in more than sufficient numbers to warrant the necessity of SSOC, but the variety of activities was also found to be surprising--simply because these activities had been isolated acts. How many of us knew of civil rights activities in Lynchburg, Virginia, or of resistance to the evils in Prince Edward County, Va., or of a student labor group in North Carolina, or a group of Y. D.'s in Alabama who openly oppose Governor Wallace and supported the national Democratic ticket? On each campus visited, I found students both concerned and active, engaged in programs ranging from tutorials to unions to university reform.

While our vision has expanded because of our "discovery" of action on the part of "predominately white" groups, it was only natural and healthy that the idea should evolve to make SSOC a Southern Student Organization (as compared to the previous predominately white emphasis.)

SSOC is unique in that it is the first Southwide group to be concerned with the white college student. This concern is crucial and it is important that white students in the South continue to identify with the form of SSOC.

On the other hand, Negro students wishing to identify with a group in working on local problems other than in the area of race really have no other organization in the South with which to identify. That SSOC should evolve in this manner speaks for the wide range of goals and issues found in SSOC and points to the fact that we can and will work together for common goals. Since SSOC is not a membership organization, that SSOC is integrated will mean that Negroes and whites will work together on issues locally. This is now being done effectively on several campuses and points to the need that this contact between Negro and white schools needs to be toward a greater goal than merely open channels of communication (though this may not be possible in some parts of the South).

The searching for techniques and the new recognition of issues (broader than picketing for open accomodations) marked much of my travels and was an open question at the conference. As there are few precedents for southern students to follow in this area, the need for now examining and discussing what students across the South are doing is crucial. Again there is probably a greater need for communications than early SSOC organizers had envisioned. The passage of the Civil Rights Law changed the nature of campus activity, channeled it into perhaps more meaningful activity in the long run, but did not cause a decrease in concern and sensitivity to the problems of the South.

In summary, the goals of SSOC remain the same, but the possibility of enlarging our ranks of the concerned is now before us. With the new sense of unity gained at the conference, we can return to our campuses and continue our work with renewed vigor. We must constantly strive toward the goal which Miss Lilian Smith projects for us--the Great Society idea of the Johnson era with the Excellence which Kennedy inspired. We must break new ground, set new precedents for student involvement, shrug off the shackles of "in loco parentis" and through conscious effort and democratic participation build that New World--beginning with the New South. Archie Allen -

SOUTHWIDE CONFERENCE HELD IN ATLANTA

examples of how the coalition has successfully worked in Texas. Ed King, national committeeman for the Mississippi Freedom Democratic Party gave the history of the FDP, the convention challenge, and expansion of the party into other deep south areas. Immediately following the morning session a workshop was scheduled to give students a chance to discuss local campus programming.

Don West, Department of Education, University of Maryland, began the afternoon session on Southern History and Economy. Immediately following Mr. West, Robert Van Waes, Staff Associate of the American Association of University Professors spoke on the academic freedom of students. Rev. C. T. Vivian, Director of Affiliates of the Southern Christian Leadership Conference then spoke on civil liberties and violations of constitutional rights. The afternoon session was also followed by a workshop.

Ed Hamlett, a member of the SSOC Executive Committee and director of the white student project of the Student Nonviolent Coordinating Committee (SNCC), began the evening session by discussing the relationship between SSOC and the SNCC. General discussion followed concerning the "whiteness" of SSOC and the possibility of attempting to work on both white and Negro campuses. It was pointed out by some of the people present who are on the SNCC staff that SNCC is beginning to reconsider its base of operation and is moving in the direction of community organizing. Therefore the door is open for SSOC to expand its emphasis to include all Southern campuses. (Originally SSOC was conceived as being an effort to reach white southern students. The need for working on Negro college campuses had not been felt so keenly since SNCC was considered working with such groups.) The group decided that SSOC should become an interracial, intercollegiate organization. The meeting was then adjourned with the understanding that persons interested in continuing the discussion could meet in another room and those interested in seeing

Continued on page 6

WHITE CHILD

The Southland is only for children.
Stay young with fox and hounds
around the dusky yard.
Stay young with kick-the-can
and jack rocks and Robin Hood---
Out in the road after lightning bugs,
And under the arthritic apple trees.

For those who ask and doubt, the bitterness
comes first, before the final drought of
childhood.
For those who never understood---
Only loneliness, only shadows,
Dangling shadows wearing the name of Emmett
Till...
And jeers and dogs in Birmingham
(and the shattered fingers and faces
of Jesus' children.)
And nobody remembers
what it was the founding fathers found.

(Uncle Remus is dead, chillun.
He don' roll wif laughtah no mo'
under the magnolia tree.
Br'er Rabbit got bettah things to do
than play in a briar patch.
And Br'er Fox, he lay low.
They burnin' crosses now
under the magnolia tree.)

The Southland is only for children.
Stay young with dreams of days
the broom could not chase away,
But who went in their own time....
Stay young with games and riddle cakes
and killing snakes...
Or sorrow will sneak up on you,
On the porch under the moth light,
On the gray walks where snakes creep
silverly,
Coming ready or not---
The grinning leprosy of apathy.

by Carol L. Edwards
Lynchburg College

The "Statement on Faculty Responsibility for the Academic Freedom of Students" released by the American Association of University Professors (AAUP) is now available from the SSOC office, Box 6403, Nashville, Tennessee.

FREE SPEECH MOVEMENT AT THE UNIVERSITY OF CALIFORNIA

The University of California has long enjoyed a nationwide reputation as a center for both freedom of expression and freedom of political action. That tradition is now threatened. The Administration, in a recent series of "interpretations" has forbidden its students from collecting contributions for off-campus activities, from soliciting membership in off-campus organizations, or from mounting political action (e.g. demonstrations or rallies) from any point on the University Campus.

Historically, the University has served not only as a place where social evils could be freely discussed, but also as a place where direct action could be planned to combat them. Yet all these activities will be abruptly ended if the Administration's new rulings are allowed to stand.

This is much more than a contest between Berkeley students and Berkeley administrators: harassment of politically active students is a commonplace all over the nation on hundreds of college campuses and are serious threats to the struggle for freedom and justice.

The above information was taken from a news release from the Free Speech Movement. More information may be obtained by writing to the Free Speech Movement, Box 809, Berkeley, California.

ACLU OPENS SOUTHERN REGIONAL OFFICE

Mr. Charles Morgan, Jr., author of the new book, A Time to Speak, has been named Director of a Southern Regional Office of the American Civil Liberties Union (ACLU). Mr. Morgan attracted national attention last year when he spoke at the Young Men's Business Club the day after the bombing of a Birmingham Church which killed four young Negro girls. His answer to the query of "Who did it?" was "We all did it."

The ACLU acts upon request to support civil liberties cases and has more than 800 uncompensated cooperating attorneys. The Union is particularly interested in freedom of speech and assembly, censorship, and student academic freedom.

BIRMINGHAM SOUTHERN AND MILES COLLEGE PLAN INTERCOLLEGIATE MEETINGS

Birmingham Southern and Miles College have set up a cooperative series of foreign and art films to be shown every other weeks at Miles College. (Negroes are not allowed on the Birmingham Southern campus.) These films will be followed by discussion groups. It is hoped that some action projects will come out of the discussion groups. There have been several informal intercollegiate socials (weiner roasts and election party) since spring.

Several of the young professors from Miles, graduates of Harvard and Yale, have set up a depth study seminar on the subject of the "Triple Revolution." The students involved are studying and discussing several current important books and magazines.

Twinkie Koestline
Birmingham Southern

CAMPUS COMMITTEE ON HUMAN RELATIONS FORMED AT THE UNIVERSITY OF KENTUCKY

Approximately fifty students and faculty at the University of Kentucky have formed the Campus Committee on Human Rights (CCHR). The Executive Committee is composed of Doug Sanders, President, Elaine Wender, Secretary, and Bil Banks, Treasurer. The group is divided into five committees: Housing, Public Accomodations, Official University Policy on Admissions and Recruitment, and Information and Education. Committee chairman and the officers determine the group policy.

The CCHR is now engaged in investigation in the areas listed above with the view of clearly defining specific problems and effecting solutions through appropriate means.

Keith Birchett
Univ. of Kentucky

CAMPUS NEWS

Charlottesville, Virginia--The Virginia Council on Human Relations Chapter at the University of Virginia is actively involved in a program of student recruitment among Negro high schools in the state.

Student volunteers, acting as representatives of the University in their respective departments of study, carry out the program of recruitment on weekend visits across Virginia.

In other areas of activities, on-campus programming has included such notable speakers as Aaron Henry, Norman Thomas, etc. A study group is evaluating employment practices in the University Area in an attempt to pinpoint and eliminate unequal hiring policies based on discrimination.

The Young Democrats, also of the Univ. of Virginia, were actively engaged in the campaign for the Johnson-Humphery ticket. A resolution was unanimously passed, preceeding the national elections, withdrawing support from Senator Harry F. Byrd and Congressman Smith, also stating that they "would look with great favor" upon the decision of both parties to follow Strom Thurman into the Republican Party.

Durham, North Carolina--In keeping with the general transition of emphasis from civil rights to "deeper issues," the North Carolina Student Labor Conference has focused its attention on problems of employment, wage, and economic issues.

In working to overcome anti-union myths and in working to educate socially conscious students, the Conference will involve student participation in trade union organization and on-campus labor education, in areas of:

1. Volunteer Student Organizing--Through student committees on various campuses, workshops will be held on organizing techniques, labor law, etc. Student volunteers will then leaflet, make house calls, etc.

2. Student Education--Meetings, programs, and institutes will be planned. A speaker bureau composed of graduate students and faculty members will speak on the labor topics.

3. Research and Education--Councils, composed primarily of graduate students, will hold seminars on economic and labor issues, perform research on automation, economic conditions of North Carolina, etc.

The program focus now involves only three campuses, (Duke, U. of North Carolina, and North Carolina College), which are within fifteen miles of each other and significant results have been shown. As the program advances, it will include student participation on a state-wide basis.

Gainesville, Florida--The Committee for Student Recruitment has been formed with the purpose of carrying out an extensive recruitment program among Negro high schools for the University of Florida.

About twenty students, Negro and white, have volunteered to visit as many of the 120 Negro high schools and 6 junior colleges as possible. A major goal of these visits is to dispel any apprehension which Negroes might feel about attending a formerly segregated southern university by means of personal contact. At present, recruitment information from the University offices is not sent to Negro schools, nor do representatives of the University visit these schools.

The Recruitment Committee is optimistic that many more qualified Negro students will attend the University of Florida.

The Committee also points to the good record made by those Negro students, many with a background of inferior education, who are now enrolled at the University.

For more information, contact the Committee for Student Recruitment, Box 13274, University Station, Gainesville, Florida.

Three of the preceeding reports were edited by Archie Allen. The events recorded were drawn from oral and written reports, and do not begin to represent the total scope of student activity in the South. In order to give your activities publicity and in order to keep southern students informed, please SEND MONTHLY REPORTS OF CAMPUS ACTIVITIES TO THE SSOC OFFICE FOR PUBLICATION IN THE NEWSLETTER.

SOUTHWIDE FALL CONFERENCE,

continued from page 3

some of the films available could do so.

The business session continued on Sunday morning. The emblem appearing on the SSOC newsletter was discussed at length. It was decided by the group that the black and white hand shaking over the confederate flag should not be considered the SSOC emblem.

The Rev. J. Metz Rollins of the Presbyterian Commission on Religion and Race then spoke briefly on the role of the church in social change. He was followed by James Forman, the Executive Secretary of SNCC, who spoke on the revolution in the campus and the community.

Immediately following the last session one person from each campus represented met to elect an Executive Committee. Each state represented elected one person to an Executive Committee whose specific task is to plan another Southwide conference tentatively set for February. Members of this committee are as follows:

Texas, Jeff Shero, University of Texas
Louisiana, Kathy Barrett, Loyola
Mississippi, Melinda Willis, Tougaloo
Alabama, Max Langley, Auburn Univ.
Georgia, Jean Hoefer, Agnes Scott
Florida, Dan Harmeling, Univ. of Fla.
South Carolina, Mary Eaddy, Benedict
North Carolina, Shelley Blum, Duke
Virginia, Howard Romaine, U. of Va.
Kentucky, Robert Johns, Western Ky. St.
Tennessee, Richard Brinson, Knoxville C.

The second conference is planned to be more representative in terms of white and Negro colleges. One major fault of the conference was an insufficient amount of time devoted to workshops and discussion of local campus programming. It is hoped that the next conference can focus more on these needs.

The success of the SSOC conference cannot be gauged. In terms of the original purpose of SSOC, which was to involve more white southern college students in social action, a significant degree of success was accomplished. (About 125 white students from southern colleges were present.) In terms

Continued on page 8

OXFORD I

What now is this music
That keeps me from my bed?
We shall overcome--ha
Laughter from the dead.
I do not think that Moses
Will see these children fed;
I do not think that love lasts,
Whatever may be said;
And I think that these must also die,
However bravely led.
I know, of course I know,
All these things I have read;
What then is this music
That keeps me from my bed.

--Bob Bailey

OXFORD II

Those who cried have reason,
But glory to those who laughed,
Their mouths poised, amazed;
For they too have reason,
And thus armed they go.
But know, if blood is the price
Their shoulders are as straight.
Though their manner light
They know the same night--
And this will suffice
For a season.

--Bob Bailey

Bob Bailey, a student at the University of the South, Sewanee, Tennessee, worked as a volunteer for the Council of Federated Organizations in the Mississippi Summer Project. Orientation sessions for the project were held at Western College, Oxford, Ohio.

Forum

Editor's Note: *The Southern Student Organizing Committee (SSOC) was founded on the idea that students--regardless of their particular orientation or degree of involvement--can play a constructive role in the building of a New South. In this month's FORUM Ron K. Parker makes a plea for an inclusive SSOC. Do you agree or disagree with Ron's ideas concerning the role of SSOC. Readers are urged to send in their responses to his comments.*

STUDENT HUMAN RELATIONS COUNCIL

HOLDS STATE CONFERENCE

"Reach for Tomorrow" was the theme of a conference held by the South Carolina Student Human Relations Council on December 4-6, 1964. Randolph Blackwell of the Southern Christian Leadership Conference (SCLC) spoke on the topic "Your Time is Now."

Workshops were held on Student Involvement in Politics, the Poverty Program, Tutorials--Why and How, and Feelings and Fears.

Two panels were also formed to speak before campus, community, and church groups. One panel will deal with the topic "Christianity and Race"; the second panel will discuss "South Carolina--Its Problems and Potential."

Resource people for the conference included Joe Hendricks, Dean of Men at Mercer University, M. Hayes Mizell, Director of the US National Student Association Southern Project, Al Ulmer of the Southern Regional Council, Winnifred Falls of the Georgia Council on Human Relations, and Dick Ramsey of the American Friends Service Committee.

Mary Anne Eaddy, a student at Benedict College and a member of the Executive Committee of SSOC, is president of the group. Brad Poston, a student at the University of South Carolina is Vice-President.

As I see SSOC, it is a two dimensional organization: (1) the horizontal "broad based" orientation seems to please most people because they are free to explore their own varied interests: (2) the vertical dimension--different levels of participation--allows students to associate with SSOC no matter where they may be on the continuum of student involvement in the social, political, and philosophical transformation of the South.

We cannot afford to alienate or isolate students who are not as committed to this transformation in either theory or practice because they cannot move fast enough to please the more militant southern students. A moment of retrospection will remind us that we, in all probability did not committ ourselves to this transformation in an instant, but rather went through a rather difficult evolutionary process which is still in motion. Unfortunately, the key word is patience, which implies some hand holding, some tea, some answering of very naive questions, and inevitably some disappointments.

Some frustrated radicals can continue to "polarize" a few campuses and isolate the deviant few on an issue while those who might be interested in helping transform the South are forced to the opposite pole.

This can continue resulting in the second dimension of SSOC being pushed aside and thousands of potentially interested and valuable students cannot be reached or allowed to evolve at their own pace. Omit the freedom for different levels of participation and SSOC dies a premature death.

QUOTED WITHOUT COMMENT . . . .

"It was the white people of the South who raised the Negroes to where they are today. The Negro's best friend has been the Southern white man, and the Southern white man has had a good friend in the Southern Negro."

Governor George Wallace
Playboy Magazine

JOINT UNIVERSITY COUNCIL FORMED

The Joint Universities Council on Human Relations was organized on April 21, 1964, with approximately 60 members from the Vanderbilt, Peabody, and Scarritt communities. The group is affiliated with the Tennessee Council on Human Relations, the Nashville Coordinating Council on Civil Rights, and the Southern Student Organizing Committee (SSOC).

Recent projects have included distribution of information on civil rights in the Negro areas of the city and provision of transportation for voters on election day.

The tutoring program inaugurated last year in the city's largest Negro high school will be expanded this year to include a junior high school as well. Projects planned for the future include testing of restaurants, participation in a bi-racial speakers bureau which will explain the Civil Rights Bill more thoroughly to various groups, and raising funds for repair of a bombed church in Mississippi. In addition, several members of the group plan to collect clothes, books, and food for distribution in Mississippi during the Christmas holidays.

The Joint Universities Council hopes to work more closely with the Vanderbilt International Students Association and tentative plans to set up an International House have been made.

--Joanna Foley
Vanderbilt University

SOUTHWIDE FALL CONFERENCE, cont.

of future possibilities the idea of expansion into a broad based student group working on both white and Negro campuses is exciting. With much of the thrust of the civil rights movement in the South being directed at community organizing there is an obvious need for campus organizing to help staff community projects as well as campus projects. There is also a need for students to participate in a wider range of activities such as university reform, academic freedom, political action, poverty programs, unemployment, etc. Perhaps the greatest value of the conference lies in the fact that it did serve to broaden our vision of the task that lies before us.

MARYVILLE COLLEGE RAISES $158 FOR THE Southern Student Organizing Committee

Editor's Note: The following is an excerpt of a letter from Miss Sandra Chittick, a student at Maryville College. This "alive" campus is to be commended for its efforts in behalf of SSOC.

"Hi! School has been really exciting ever since the SSOC conference. We have been enthusiastic about SSOC and its goals and have found a lot of other people who listen and are also concerned. We call ourselves "people" and are working under the United Campus Christian Fellowship (UCCF).

To see how "alive" our campus was, last Sunday (after only 1½ days of organizing and publicity) we had a "Fast for Freedom" which involved students in giving up their Sunday evening sack suppers so we could donate the money to a worthy cause--SSOC of course! All students received a note of explanation and one short announcement was made in chapel. Despite the somewhat sketchy publicity 452 students out of a possible 700 gave up their sack lunches. The results were $158.70 from the Treasurer's office and a $5 check from the college president who was an enthusiastic supporter.

Also, a long controversy resulted--some students questioned just why and what and we had a wonderful opportunity to really get people interested in SSOC and to find out about it. Civil rights was not emphasized as much as general American and world ideals of democracy, freedom from poverty, fear, etc. We have high hopes and lots of ideas."

Sandy Chittick

Congratulations Maryville "people" for your very excellent fund-raising job.

HEDY WEST, popular folksinger, has donated 35 of her new albums "Hedy West" to the Southern Student Organizing Committee. We are selling these albums for $4, one dollar below list price. These may be ordered by writing Box 6403, Nashville, Tennessee. 37212.

Recd 12/17/64

Southern Student Organizing Committee

P. O. Box 6403
Nashville, Tennessee 37212

GENE GUERRERO, JR., *Chairman*
SUE THRASHER, *Executive Secretary*

RON PARKER, *Treasurer*
ARCHIE ALLEN, *Field Secretary*

December 10, 1964

Dr. Leslie Dunbar
Executive Director
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Dr. Dunbar:

I am sure by now you have heard various reactions to the SSOC conference and I would like to share a few reflections with you.

Perhaps one of the best "results" of the conference was the feeling of mutual dedication to the common cause of transforming the South--politically, socially, and philosophically. The people there were from all points on the political-social continuum: from the radical SDS-types to the very naive (one coed said that she did not know what the letters S N C C or C O R E meant.). The pleasing aspect of this heterogeneous composition was the dynamic interaction that took place, both during the formal sessions and the very informal folk-singing sessions. I am enclosing a NEWSLETTER in which I have marked some of the conference activities and student responses to the conference. Also, you might be interested in the FOURUM article in which I try to argue for an inclusive SSOC.

Enclosed is a summary statement of the conference costs. I believe that this is the best $701.51 investment that any group will ever make for student activities. It was encouraging to note that most of the students were able to pay their own travel expenses and the majority of them were able to pay their registration fee. We are planning another conference in the spring and it looks like we can expect to operate on a low budget basis. After receiving last month's phone bill, I think we spent more than $93.21 on conference-related calls. Otherwise, the figures are correct.

We are in the process of spending the balance of the Norman Foundation grant on operating expenses: salary for Executive Secretary, $25 per week; salary for Field Secretary, $50 per week;

December 10, 1964

office supplies (typewriter, paper, etc.) NEWSLETTER, mailings, phone bill and miscellaneous expenses. It is obvious that our funds are limited and we are trying to get some money from various sources; we still face the problem of not having a tax exemption so if SRC can help us in fund raising in any way, it would certainly be appreciated.

Thanks again for your interest and help. We will keep you informed of our activities and planning. The SSOC Christmas project looks like it is going to serve two important functions: helping people who desperately need help and providing a service project for those southerners who want to help.

Best regards to Paul Anthony and Al Ulmer.

Sincerely,

Ron K. Parker

Ron K. Parker
Treasurer

cc: Miss Sue Thrasher
Mr. Gene Guerrero

RKP/njn

Enc.

LAW STUDENTS CIVIL RIGHTS RESEARCH COUNCIL
156 Fifth Avenue
New York 10, N.Y.
YU-9-2522

SUMMER INTERNSHIP PROGRAM
[1964]

Issued on behalf of the Executive Committee:

Howard Slater, Yale 66L, Director
Richard Granat, Columbia 65L
Elizabeth Holtzman, Harvard 65L
Steven Antler, Columbia 64L
Philip Hirschkop, Georgetown 64L

Shirley Fingerhood, Yale LL.B.,
Research Director

INTRODUCTION

During the summer of 1963, approximately fifteen law students from Harvard, Yale, Columbia, Georgetown, and the University of California (Berkeley) worked in a variety of capacities in the civil rights movement in Mississippi, Alabama, Georgia, Virginia, Washington, D.C., and New York. At the close of the summer, they founded the Law Students Civil Rights Research Council in order to extend their work through the year and for the following summers and to enlist the aid of other law students in these activities.

The Council, a legal and educational organization, is incorporated in Washington, D.C., and has tax-exempt status according to the relevant provisions of the Internal Revenue Service. It is governed by a committee of representatives from each of the associated law schools. The following law schools have member groups associated with the Law Students Civil Rights Research Council: Harvard, Yale, Columbia, N.Y.U., Rutgers, Cornell, Univ. of Buffalo, Pennsylvania, Maryland, Georgetown, Howard, George Washington, Chicago, Northwestern, Illinois, Michigan, and the University of California (Boalt Hall at Berkeley).

The work of the Council is guided by a Board of Advisors composed of civil rights attorneys and law school professors, and has the endorsement of various individuals prominent in public life. (See Appendix A).

The functioning of the Council requires a minimum of administrative work. The Council has employed, in the first year of its existence, a full-time Director--a Yale law student on leave of absence--, a part-time secretary, and a Research Director--a practicing attorney affiliated with the ACLU who devotes part-time to coordinating and guiding a portion of the research projects which law students, under the Council's sponsorship, study. Faculty advisors at the associated law schools act as advisors to the student groups, in addition to the quality-control checks that are provided by the students' themselves through collaboration with law students connected with the various law reviews.

The national office of the Law Students Civil Rights Research Council is located in the suite of the American Civil Liberties Union at 156 Fifth Avenue in New York City. The work of the Council is assisted by the NAACP Legal Defense & Education Fund and the American Civil Liberties Union. The Council seeks to extend its cooperation all responsible legal civil rights agencies and bar groups.

PURPOSE

In accordance with its original perspectives, the Law Students Civil Rights Research Council has continued to be a clearing-house with two functions:

1. to bring together during the school year law students at their respective schools and civil rights lawyers and organizations who want and need legal research assistance, in order to facilitate a program of legal research on civil rights problems during the school year; and

2. to place law students in the field during the summer as legal interns to and consultants with civil rights attorneys and organizations.

[This proposal will deal with the Summer Internship Program of the Law Students Civil Rights Research Council.]

LAW & CIVIL RIGHTS

Law is the reflection of all major public policy. It is necessarily involved at every stage in the process of a social revolution. Lawyers are therefore uniquely responsible for the democratic quality of our public institutions and for accommodating the law to social change.

Currently, the social revolution in civil rights confronts the legal profession with new and rapidly expanding responsibilities. Supreme Court decisions now guarantee indigents the right to appointment of counsel when accused of a serious state or federal crime. Nation-wide civil rights activism is producing many new and difficult problems for litigation. The results have been a body of new legal rights and remedies which has been hurriedly fashioned by courts, legislatures, executive officers, and administrative agencies.

The response of the legal profession to this challenge has been inadequate. Numerous instances may be cited where law school deans and leaders of the bar have with repeated vigor called upon the profession to correct this failing. (See, for example, the Harvard Law Record, Vol. 38, No. 5, March 5, 1964, page 3, for the comments of Dean Griswold and Prof. Jaffe of the Harvard Law School, Dean Countryman of the Univ. of New Mexico Law School, President Walter Craig of the American Bar Association, and Attorney Morris Ernst of New York, on the question: "The Organized Bar and Social Reform;" see also the comments by Dean Robert Drinan of the Boston College School of Law at the National Legal Conference of the Congress of Racial Equality on the topic: "The Changing Role of the Lawyer in an Era of Non-Violent Action.")

Meanwhile, in both North and South, civil rights organizations and individuals confronting civil rights problems lack the financial resources necessary to obtain sufficient legal assistance. The problem is critically compounded in the rural South where few qualified attorneys are willing to try civil rights cases; Mississississippi, the most extreme example, has only three such attorneys. Consequently, across the nation, the few lawyers who advise and litigate in the civil rights field are persistently and increasingly overburdened. Often they can provide only inadequate counsel, and at times none at all. The overwhelming nature of their need has been highlighted by an increasing number of requests for assistance. (For a fuller statement of the problem, see the 1963 Annual Report of the NAACP Legal Defense & Education Fund, especially the chapter: "The Severe Shortage.")

The sources from which needed additional lawyers to fill this severe shortage may most practically be expected to come are the law schools. But law school curricula are heavily oriented toward the more lucrative areas of public and private law. Government and private law firms flood law students with information about traditional employment opportunities only. As a result, most lawyers enter practice without any concentrated exposure to civil rights law. Even interested law students have difficulty securing knowledge and skills comparable to those available in other major areas of legal education. Thus, the lack of civil rights attorneys is perpetuated by a bias built into the system which produces new attorneys.

The Law Students Council was formed with the intention of providing aid through the efforts of law students to assist in the solution of this crisis. Law students will attempt to work under those in the profession who are presently functioning in crucial places in civil rights. Equally as important, this effort will bring some change in the law students' own understanding of civil rights, some alteration of traditional career patterns, and thus a change in the role of the profession. The work of the Council is a part of the present intensive effort to secure an increased committment by lawyers to their responsibility in civil rights and a response to the attempts on the part of a few members of the bar to create new places and institutional roles for lawyers in civil rights. (The main effort along these lines has been the formation of the Lawyers Committee for Civil Rights Under Law, reported on in the New York Times, February 18, 1964, under the heading: "Law Unit To Press Racial Case Aids.")

A final aspect of this problem which must be mentioned is the growing realization on the part of civil rights leaders that their movement is not simply a Negro movement addressed to the problems of race; rather, they conceive of it as part of a broader effort to bring institutional reform to the deprived segments of society. (See remarks by Jack Greenberg, Director-Counsel of the NAACP Legal Defense & Education Fund, in the New York Times Magazine, August 18, 1963.) A corollary to this position is that the lawyer's service to the urban and rural poor is a part of the lawyer's service to civil rights.

SUMMER INTERNSHIP PROGRAM

I. The summer internship program of the Law Students Council will attempt to aid in the solution of the problem discussed above by motivating interested law students in the possibilities of making a substantive contribution to civil rights during the summer, by recruiting specific law students for specific attorneys and places, and by raising funds to underwrite this activity.

The Council had received by March 1, 1964, approximately 150 applications from law students for the summer internship program. These applications came from students at law schools at which the Council has associated research groups, with the exception of the Universities of Michigan and Buffalo. Students from Boston University, Temple, American University, Hastings, the University of Texas, and Stanford law schools had also applied. Recruiting was carried on through the Council's associated groups and in cooperation with the administrations and placement agencies at various law schools. It is expected that approximately 200 law students will have applied for the program by the beginning of April, 1964.

A selection process has been established and law students with prior experience in this type of program have taken responsibility for conducting interviews and processing applications. Law students will be selected for the program on the basis of their ability, experience, and interests. Consideration will also be given to choosing law students from as many law schools as possible so that the educational impact of the experiences of those who participate in the program will be wide-spread at the various law school communities. (It is important to note that this was the process which was instrumental in stimulating the creation and expansion of the Law Students Civil Rights Research Council.)

II. Law students will work for a basic subsistence wage, in the summer internship program. "Subsistence" covers the costs for travel to and from the students' assigned work areas, room, board, other living expenses, and a minimal amount for personal expenses. The program calls for law students to work in either or both of two capacities:

1. Law students working with attorneys will perform the general functions of law clerks. As clerks they will conduct investigations and interviews, organize files and libraries, prepare memoranda and briefs, and assist in the conduct of negotiations and formal proceedings. (See Appendix B for a law student's account of this type of work in Savannah, Ga.)

2. Law students working with local civil rights groups where counsel is not available will provide informal legal advice, organize and conduct educational programs dealing with law, compile documentary materials on the administration of justice, and perform research about the operation of federal, state, and municipal agencies.
(a) In the South, primary emphasis will be on federal agencies. Students will investigate and process complaints in order to assist the Department of Justice in the perfection of factual records for possible use in obtaining legal relief, helping simultaneously to train a local staff to carry on this work.
(b) In the North, students will work closely with local agencies, such as civil rights commissions, legal aid and public defender projects, and with community organizations in low-income areas. They will attempt to open and facilitate communication between community residents and governmental institutions.

III. The Council is now communicating with civil rights organizations, and their attorneys and affiliated counsel, to determine precise summer needs. This effort has produced the following findings of the estimated need for law student assistance:

Approximately 35-50 law students to serve as law clerks with civil rights attorneys in the South. The variation in number results here from the need for more than one clerk by several of the attorneys. (See Appendix C for a list of the attorneys.)

Approximately 10-20 law students to serve as legal assistants for the Council of Federated Organizations in Mississippi, and the out-of-state attorneys who will be coming into Mississippi this summer. Half of the law students in this group will conduct legal research activities, using the facilities available in Jackson, at the State Capitol law library and the Federal Court House law library; in addition to which, they will be available in Jackson to aid civil rights attorneys coming into Jackson. The other half of this group would serve in various parts of the state, performing activities which were outlined in II(2)b above. (For a description of the COFO "Mississippi Freedom Summer" see the New York Times, Monday, March 16, page 26, "Negroes to Spur Mississipi Drive--2,000 Workers to Conduct South's Widest Program");

Approximately 25-30 law students wo work in conjuction with "neighborhood lawyer" programs in various Northern cities on the broad range of legal questions associated with civil rights and the law. (The neighborhood lawyer program attempts to put lawyers "on the block" in low income Negro and white communities in order to provide case by case redress for the problems in these areas and a significant change in the responsiveness of public institutions to people in these areas. For a fuller statement of the philosophy and technique of the concept of the neighborhood lawyer see Sparer, "Poverty, Law and the Welfare State--A Report on the Perspective and Plans of the Legal Service Unit of the Mobilization for Youth"). Ten law students are needed for the MFY program on New York's lower East Side; approximately 4 law students are needed for a similar program in New Haven, Conn. run by Community Progress, Inc.; approximately 6 law students are needed in Boston to work under the Action for Boston Community Development; and approximately 6 law students are needed to work under the Philadelphia Council for Community Advancement;

In addition, six law students will be needed in New York City to work as legal interns under attorneys conducting the legal aspects of various "rent strikes" organized by the Northern Student Movement.

Finally, six law students to work in New York as clerks for lawyers with the NAACP and CORE, and to be on call to travel to other parts of the country from the N.Y. base.

Appendix A.

(Advisors & Sponsors)*

Morris Abram, President, American Jewish Committee
Mathew Ahmann, Executive Director, National Catholic Conference for Interracial Justice
Chester Antieau, Professor, Georgetown Law Center
Helen Buttenwieser, Attorney, New York
Norman Dorsen, Professor, New York University Law School
Clarence C. Ferguson, Dean, Howard Law School
Jefferson Fordham, Dean, University of Pennsylvania Law School
Monroe Freadman, Professor, George Washington Law School
Jack Greenberg, Director-Counsel, NAACP Legal Defense Fund
David Haber, Professor, Rugers Law School
Robert Harris, Professor, University of Michigan Law School
William Higgs, Director, Washington Human Rights Project
John Honnold, Professor, University of Pennsylvania Law School
Mark DeWolfe Howe, Professor, Harvard Law School
Jacob Javits, United States Senate,
Clarence Jones, General Counsel, Gandhi Society for Human Rights
Arthur Kinoy, Attorney
Milton Konvitz, Professor, Cornell Law School
William Kunstler, Attorney, New York
Rober McKay, Associate Dean, New York University Law School
Will Maslow, Executive Director, American Jewish Congress
Constance Baker Motley, Associate Counsel, NAACP Legal Defense Fund
Newton Pacht, Professor, Howard Law School
Monrad Paulsen, Professor, Columbia Law School
John Pemberton, Jr., Executive Director, American Civil Liberties Union
Louis Pollak, Professor, Yale Law School
John Pratt, Legal Counsel, Commission on Religion and Race, National Council of Chursches
Carl Rachlin, General Counsel, Congress of Racial Equality
Sanford Rosen, Associated Professor, University Law School
Norman Redlich, Professor, New York University Law School
Eugene Rostow, Dean, Yale Law School
Herman Schwartz, Professor, University of Buffalo Law School
Bernard Segal, Co-Chairman, President's Lawyers Committee for Civil Rights Under Law
Jack Weinstein, Professor, Columbia Law School
Melvin Wulf, Legal Director, American Civil Liberties Union

* Organizations and Institutions listed for identification only.

Appendix B

(Report of the experience of a law student clerk, Barry Smoler, Harvard 65L, in the South)

"I arrived in Atlanta on June 22 and met Frank Parker, Liz Holtzman and John Bliss, there... From there we dispersed to Selma, Albany, Atlanta, and Savannah respectively. The arrangements for various assignments were made through Mr. D. L. Hollowell in Atlanta, who contacted the attorneys in those cities.

"The two attorneys handling civil rights cases in Savannah were B. C. Mayfield..and Gene Gadsden... Both are Negro, and are the only Negro attorneys in the city. Mr. Mayfield was more active in handling the cases than Mr. Gadsden, so I located in his office at the start. He became incapacitated approximately two weeks before I left, however, at which point Mr. Gadsden took over the main responsibilities for the trials then in progress, and I worked under him... In all, I spent 7 weeks working in Savannah...

"The Savannah movement had led to some six hundred cases to be defended, with the charges including trespassing, unlawful assembly, riot, incitement to insurrection, and disobeying a police officer. Initially, I spent the greater part of my time doig research in the Chatham County Law Library on both the substantive and constitutional aspects of the charges. I also assisted in preparing the motions to acquit, motions for new trial, demurrers, and pleas in abatement, and made notes for use on the briefs for the appealing cases.. During the course of the summer some twenty-five leaders of the Savannah movement were jailed on peace waraants and I assisted in preparations for those hearings as well.

¶For some reason the task of bonding out those arrested also fell on Mr. Mayfield's office, and I assisted in drawing up the appropriate forms and filing them with the appropriate officials. Thus, I had a good deal of contact with clerks, sheriffs, jailers and other city and county officials.

"Our work week was frequently a long one, and at some points extended to a full seven days, fifteen hours a day. Under this intense pressure, Mr. Mayfield collapsed from exhaustion some two weeks before I left, and was put in the hospital and then left the city for a vacation under doctor orders. At that point I became rather deeply involved in the politics of the movement... The principal subjects dealt with were the dropping of charges, and the arrangement for bail..

"In general I found the summer to be a most educational and stimulating experience, in addition to whatever contribution I may have made tothe general effort in Savannah, and I would hope that the program will be resumed next year."

Appendix C

(Civil Rights Attorneys in the South for whom Law Students will work--Summer, 1964).

R. Jess Brown, Jackson, Miss.
Jack Young, Jackson, Miss.
Carsie Hall, Jackson, Miss.
Arthur Shores, Birmingham, Ala.
Oscar Adams, Birmingham, Ala.
C. B. King, Albany, Ga.
Donald Hollowell, Atlanta, Ga.
Fred Gray, Montgomery, Ala.
James Youngdahl, Little Rock, Ark.
Ruth H. Wood, Danville, Va.
Nils Douglas, New Orleans, La.
Ben Smith, New Orleans, La.
Fred Weisgal, Balt. and Cambridge Md.
Vernon Crawford, Mobile, Ala.
Earl Johnson, Jacksonville, Fla.
Tobias Simon, Miami, Fla.
Jess Stone, Shreveport, La.
Sam Tucker, Richmond, Va.
Mathew Perry, Columbia, S.C.
Sam Mitchell, Raleigh , N.C.
Lisbon Berry, Wilmington, N.C.
George Howard, Pine Bluff, Ark.
Avon Williams, Nashville, Tenn.
Ernest Finney, Sumter, S.C.
John Jones, Baton Rogue, La.
Floyd McKissick, Durham, N.C.
John Culbertson, Greenvile, S.C.
E. H. Gadsden, Savannah, Ga.
Ruben Dailey, Asheville, N.C.
A. W. Willis, Memphis, Tenn.
Charles Conley, Montgomery, Ala.
A. P. Tureaud, New Orleans, La.
Weldon Berry, Houston, Texas
C. B. Bunkley, Dallas, Texas
Julius Chambers, Charlotte, N.C.

BUDGET-- ESTIMATED OPERATING EXPENSES

1. Law student clerks in the South:

Travel	$75 per person	
Room and Board	375	
Personal Expenses	50	
50 law studnets at $500 p.p. Total		$25,000

2. Law student interns in Mississippi:
   (same breakdown as No. 1)

20 law students at $500 p.p. Total	10,000

3. Law student interns with community programs in the North:

Travel	$50	
Room and Board	150	
Personal Expenses	100	
30 law students at $300 p.p. Total		9,000

4. Law student interns in N.Y. and urban areas with NSM: (Same breakdown as No. 3)

6 law students at $300 Total	1,800

5. Law Studnet clerks with civil rights organizations' lawyers:
   (same breakdown as No. 3, 4)

4 law students at $300 Total	1,200

6. Administration:

Director $100 per week for 12 weeks	$1,200	
Secretary $75 per week for 12 weeks	900	
Telephone and telegraph	1,000	
Postage	500	
Office Supplies and equipment	800	
Contingency	100	
Audit	100	
Printing of summary reports	150	
Mimeographed materials for students in field	100	
Total		4,850

GRAND TOTAL $51,850.00

January 5, 1965

American Civil Liberties Union
156 Fifth Avenue
New York, New York

Gentlemen:

Please send us 15 copies of "The Case Against the House Un-American Activities Committee" and bill us for the charges. Send the booklets to my attention, please.

Thanks.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

U.S. DEPARTMENT OF COMMERCE
COMMUNITY RELATIONS SERVICE
WASHINGTON, D.C. 20230

January 7, 1965

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

You will probably be contacted shortly by Mr. William F. Miller of Jackson, Georgia. He has resigned from his position as Athletic Director at Gordon Military College in order to pursue a career in the South in community relations, with particular emphasis on upgrading the Negro's status.

We have decided to put Mr. Miller on our rolls as a conciliator-consultant, to be called upon from time to time whenever we feel his particular background can be useful in a community.

Any consideration and help you can provide Mr. Miller in locating a position in this area will be appreciated.

Sincerely,

John

John A. Griffin,
Associate Director
for Conciliation

cc:

Mr. William F. Miller
Rep. John J. Flynt

Rec'd 1/13/65

PA VJ MM

JOTTINGS

Mississippi Council on Human Relations, P.O.Box 10482, Westland Station, Jackson, Miss.

January 12, 1965

The formal organization of a Jackson Area Chapter is expected to follow a public meeting at the gymnasium of St. Joseph's High School, 220 East Amite St., on Wednesday, January 13 at 7.30 P.M. A panel discussion on "News Coverage - Challenge of the Times" will be moderated by Professor Robert E. Bergmark of the Philosophy Department, Millsaps College. Panelists will be : Mrs. Hazel Brannon Smith, Northside Reporter; Mr. Wilson F. Minor, Times Picayune; Mr. Kenneth Toler, Commercial Appeal.

A statewide public meeting will be held at Tougaloo College, Tougaloo, Miss., on Monday, February 1, with registration at 10 A.M. and speaking beginning at 10.30 sharp. The meeting will last until 3 P.M.Those wishing to have lunch in the cafeteria should send in advance reservations to Rev. Donald A. Thompson, Secretary, if possible.

The morning speaker will be FRANK E. SMITH, Director, Tennessee Valley Authority. Frank Ellis Smith became a member of the TVA Board of Directors on November 14,1962. He is a former United States Representative of the Third Congressional District, Mississippi. He was born at Sidon, Mississippi, on February 21, 1918, son of the late Frank Smith and Sadie Ellis Smith (now Mrs. L.C.Spencer, Sr.) Mr. Smith was educated in the public schools of Sidon and Greenwood. He was graduated from Sunflower Junior College, Moorhead, Mississippi, in 1936, and the University of Mississippi, B.A., in 1941. He entered the Army as a private in February 1942. He is a graduate of Field Artillery officer's candidate schools and Field Artillery officer's advanced course. He served in Europe with the 243rd Field Artillery Battalion, Third Army. He was awarded the Bronze Star and discharged with the rank of Major.

A former newspaperman and writer, he is the author of The Yazoo River, published in 1954, and Congressman from Mississippi, published in 1964. He is a member of the Methodist Church, former member of the Civil War Centennial Commission, and a national sponsor of the Atlantic Council. He was a member of the Mississippi State Senate, 1948-50; legislative assistant to U.S.Senator John Stennis, 1947-49. He was elected to the 82nd Congress in 1950 and reelected five times. In 1960 he served as director of President Kennedy's Natural Resources Advisory Committee.

He is married to the former Helen Ashley McPhaul of Brewton, Alabama. They have two children, Kathleen and Frederick.

The February 1st meeting will deal briefly with proposed amendments to the Council's constitution, relating to the number of directors, classes of dues, and support of local councils. The new executive will meet the membership for the first time. There will be a luncheon speaker.

The Council is still in need, for sending out information, of additional funds in the form of dues or donations, even though its basic expenses for an executive have now been secured. All dues, except for those who have paid this year (or shortly before in anticipation of this year) are now due. Minimum dues are $5.00 except for a rate of one dollar for students. The latter may be raised to three dollars at the meeting on February 1.

NEW SOUTH renewals (at $2.50) will be billed directly to the members rather than to the Council. It is hoped that most members will renew as their subscriptions expire.

The Council hopes soon to furnish members with statements by Civil Rights organizations in the state as to their philosophy, methods, activities and needs. Such information is important in view of recent reallignments.

Donald A. Thompson, Secretary

January 13, 1965

Mr. Mitch Meisner
108 Davis
Amherst College
Amherst, Mass.

Dear Mr. Meisner:

Thank you for the invitation to participate in your conference on February 13-14. I look forward to being with you.

Very likely I shall plan to leave Washington either late Friday afternoon or at the earliest opportunity Saturday. I will appreciate any suggestions you may have as to the most efficient means of getting to Amherst. Travel expenses beyond Washington will be helpful.

If there is any way we can be of help to you, please let me know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

108 Davis
Amherst College
Amherst, Massachusetts
January 2, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street
Atlanta 3, Georgia

Dear Mr. Anthony,

I am writing formally to invite you to speak at the Civil Rights Conference, "Civil Rights Movement--Reform or Revolution," which will be held on the weekend of February 12, 13, and 14, 1965 in the four-college area (Amherst, Smith, Mt. Holyoke, and the University of Massachusetts.) We expect more than 300 student delegates from outside our area as well as local participants.

We would like you to participate in a workshop-discussion concerning with "Organizing in the Deep South"--on Saturday afternoon in conjunction with Dave Dennis of CORE and COFO.

Lou Mitchell tells me that you will be in Washington through Friday before the conference. We are offering full travel expenses from Washington and back as well as housing and food for as much of the weekend as you can be with us. We would like for speakers and delegates to have the opportunity to talk informally as well as in organized meetings.

Enclosed is a prospectus and tentative list of speakers.

We send best New Year's wishes and are looking forward to meeting you in February.

Sincerely,

Mitch Meisner

Mitch Meisner
Conference Co-Chairman

LIST OF SPEAKERS WHO HAVE ACCEPTED INVITATIONS / 12/17/64

Michael Harrington

Malcolm X

Norman Hill

Bill Worthy

Bill Strickland

Tom Kahn

Nelson Jackson

Sumner Rosen

Jesse Grey

Kermit ~~Gilbert~~ Bailer

Noel Day

Milton Galamison

Tom Hayden

Carl Wittman

Julian Houston

Laurence Guyot

Dave Dennis

Jesse Morris

Howard Zinn

Stanley Aronowitz

Martin Oppenheimer

Peter Irons

Lou Mitchell

Bill Higgs

THE CIVIL RIGHTS MOVEMENT: REFORM OR REVOLUTION?
ARE RADICAL APPROACHES TO CIVIL RIGHTS NECESSARY?

A conference sponsored by a coalition of student organizations at the University of Massachusetts, Mount Holyoke College, Smith College, and Amherst College; to be held February ~~4, 5, 6,~~ 12, 13, 14 1965. (10/28)

PROSPECTUS:

CIVIL RIGHTS IS NO LONGER THE PICKET LINE. The developments behind the headline events of the 1964 Freedom Summer confro college and university students with language and actions - unfamiliar or seemingly irrelevant in the past - but now increasingly vital in the nation-wide civil rights struggle.

Organization and agitation in Mississippi, riots in Northern cities, politics at the Democratic Convention, planned compulsory school integration, portents of revolutionary economic reorganization --- all suggest that there has appeared in the civil rights movement today a wide-spread disenchantment with the "system." Plans to go beyond the traditional legal, economic, political, and "spiritual" approaches which have been relied upon to provide a solution to the race problem in this country are many and varied. Many civil rights leaders and theorists feel that the traditional methods can bring not only over-gradual progress, but no progress at all.

It is the purpose of this conference to confront concerned students with what might be called "radical approaches" to civil rights and social change -- not necessarily to sell any particular scheme or solution but rather to help them become conversant with language and actions which must become increasingly important as this struggle progresses.

Recd 1/18/65

moderator

the national magazine for leading students

Editorial Department

PA-phy

January 15, 1965

Dr. Sam Dunbar
Director, Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Dr. Dunbar:

In response to an article on the Mississippi Summer Project, which we featured in our winter issue (en route under separate cover), we have received numerous inquiries as to what lies ahead for the Civil Rights movement in the summer of '65.

For this reason, we are now working on a run-down of Civil Rights summer programs: how to join, cost (if any), center of operations, etc. Along with these details, we would appreciate any comments you may have on the problems that your organization and these potential Rights workers may face in the coming summer.

Since we are facing a rapidly nearing deadline, would you be kind enough to send us the above information as soon as possible.

Thank you.

Sincerely,

Frank McGill

Frank McGill
Staff Editor

FMcG/jl

115 South 37th Street Philadelphia, Pennsylvania 19104 Area Code 215 EVergreen 6-1853

January 18, 1965

Mr. Richard Shapiro
U. S. Commission on Civil Rights
Washington 25, D. C.

~~Dear Dick:~~

After some checking, there seems no chance that the SIC meeting can be held in conjunction with the Commission's meeting on the 28th. It's primarily a matter of time; less than two weeks is too short notice to get many of these people. The final blow came when we remembered that the Martin Luther King dinner in Atlanta will be held on the evening of the 27th and many Atlanta people want to attend that.

I am particularly sorry because the meetings might have complemented each other. Now, likely we will get the opposite effect.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 20, 1965

Mr. John A. Griffin
Associate Director
for Conciliation
U. S. Department of Commerce
Community Relations Service
Washington, D. C. 20230

Dear John:

William Miller, about whom you wrote, was by twice last week but I missed him. (Was home enjoying ill health.) When he returns, we will be of any help possible.

The recent press reports of your appointment disturbed us all until we learned that was your September appointment. I'm sure glad your press department isn't handling the inauguration today. No telling when we'd learn who got sworn in! Come on home and let the government take care of its own.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 22, 1965

Dr. Homer A. Jack
Unitarian Universalist Association
25 Beacon Street
Boston, Mass.

Dear Dr. Jack:

It was a pleasure seeing you here last week. We are adding your name to our mailing list.

I look forward to further conversations and am delighted at your interest and involvement through your new position.

With best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 22, 1965

Mr. Frank McGill
Staff Editor
Moderator
115 South 37th Street
Philadelphia, Pa.

Dear Mr. McGill:

Mr. Leslie Dunbar has requested that I respond to your inquiry of January 15. I trust you have also made your needs known to those agencies most directly involved in the Mississippi Summer Project, COFO, SNCC, SCLC, CORE, etc.

We do not sponsor specific summer projects, such as the Mississippi project, which offer opportunities to student volunteers. However, there are in each of the Southern states Councils on Human Relations, many of which have a student division and several of whom welcome summer volunteers in programs ranging from office work to tutorial programs. Enclosed is a list of those Councils and their staff directors should you wish to make reference to it.

You might also wish to note the existence of the Southern Project office, National Student Association, 41 Exchange Place, S.E., Atlanta, Georgia. This office handles many inquiries of students who wish to do work during the summer. Also, we would be happy to have you list the SRC as a possible source of information for students with special interests in race relations.

Sincerely,

Paul Anthony
Director of Field Activities

January 25, 1965

Mr. Charles Vickery
78 Beacon Street
Boston, Mass.

Dear Mr. Vickery:

Your name has been added to the Southern Regional Council mailing list to receive our materials, other than our magazine, New South, as they are published.

Sincerely,

Marge Mandersoh
Administrative Secretary
Field Activities

Four College Conference Committee
January 26, 1965

Dear Guest Speaker,

We are now in the final stages of arranging for the civil rights conference titled: THE CIVIL RIGHTS MOVEMENT: REFORM OR REVOLUTION? to be held Feb. 12-14 in the Amherst College area. This form letter is meant to inform you of important particulars of the conference; the enclosed letter will give you an idea of your specific role in this affair.

We do not want to confine the range of your discussion to a limited area of ideas or issues. Therefore the enclosed request is still more or less general in its wording; we are also enclosing a copy of our original prospectus and the most recent version of our schedule so you can have an over-all picture of what we are trying to do.

Here are some other details that might be of help to you:

The opening session of the conference will start at 7:30 pm at Mt. Holyoke College in So. Hadley, Mass. All speakers are invited to eat supper with the delegates at Mt. Holyoke. Also, all speakers are urged to attend the evening program. (We are encouraging Friday night participants and dinner guests to have at least signed in at Mary Wooley Hall, Mt. Holyoke College by 5:30 pm.)

On Saturday the activities take place at Amherst, Mass. (University of Mass. and Amherst College). On Saturday morning guests should arrive as early as possible at Bowker Auditorium in Stockbridge Hall at UMass, this will be morning headquarters. Participants in panels should note carefully the time of their panel as listed on the enclosed schedule, and be sure to arrive early; it is again a good idea to attend the whole program in order to have a sense of the continuity of ideas as received by the audience. (All panel discussions will be at UMass.)

Guest speakers planning to arrive in time for the seminars only should report to Phi Psi fraternity house at 56 College St., Amherst on the Amherst College campus. The seminars start at 3:30 pm and all fourteen will be held concurrently in Amherst fraternity houses. Participants in this part of the program should be at Phi Psi by 2:30 if possible. Phi Psi is located opposite Valentine Dining Hall, at 56 College St.; College St. is also Rt. 9.

On Saturday lunch and dinner are provided for all conference people. Housing and breakfast has been arranged for all guest speakers for Fri. and Sat. nights at the homes of faculty members.

Finally a word about travel. First DIRECTIONS FOR TRAVEL BY CAR: Approaching So. Hadley from the south (NYC, etc.) Mt. Holyoke can be reached by traveling along Rt. 15 from New York (Merrit and Wilbur-cross Pkwys) to Hartford, Conn. From Hartford follow Rt. 91 to Springfield, and then take Rt. 5 to Holyoke, Mass. At Holyoke take Rt. 202 (turn right at intersection of 202 and 5) and drive to Rt. 116 (this should be the second exit sign, bearing the marker 116). Follow 116 into So. Hadley all the way to the Mount Holyoke.

From the east (Boston, etc.) take the Mass. Pike to Exit 5; take Rt. 33 to its junction with Rt. 116; follow 116 into the Mt. Holyoke campus as directed above. From the west (upstate N.Y., etc.) also approach via the Mass. Pike , turn off at Exit 5, and proceed as directed above for those approaching from the east.

From the north the best way of reaching So. Hadley is by taking Rt. 116 south of Greenfield, Mass. all the way to the Mt. Holyoke campus.

For those coming on Saturday, the directions to the town of Amherst are similar. From the south, follow Rt. 91 out of Hartford,

(over)

Conn., on to Rt. 5 at Springfield, Mass. Proceed north to Northampton, and turn right at the intersection of Rts. 5 and 9 in Northampton. Follow Rt. 9 to Amherst. From east or west take the Mass. Pike to Exit 4; then Rt. 5 north to Northampton then follow Rt. 9 to Amherst as directed for those from the south. The northern approach is via Rt. 116 south to Amherst; the intersection at Rts. 116 and 9 is the northwestern corner of the Amherst campus.

The University of Massachusetts is located straddling Rt. 116 in the northern end of the town of Amherst. Amherst College has a corner at the intersections of Rts. 116 and 9, just south of the business block and town green of Amherst. Once in the area it would be best to ask for specific directions to the headquarters on each campus.

Bus, train, and plane services are available to the area. Trailways buses run regularly from all points to Springfield, Mass. From there Peter Pan buses, an affiliate of Trailways, travel to Amherst, but not to So. Hadley. Passengers to So. Hadley should get off at Holyoke, Mass. Given advance notice of your time of arrival, we can arrange to have you met at the terminal and taken to the Mt. Holyoke Campus.

Trains serving the area are the New York, New Haven, and Hartford RR. Trains come into Springfield, Mass. from all areas. Travelers will be met at the depot on either day if advance notice is given.

Bradley Airport in Windsor Locks, Conn., is the nearest field of any size. Planes enter daily from all parts of the country. Transportation to So. Hadley and Amherst will be arranged for all incoming guests. Departures can be handled in a similar fashion.

Since more than one college campus is host for several of the activities of the conference we have arranged for transportation around the four college area by bus and automobile.

A note about your audiences. Friday night we expect about 1000 people, the 400-600 delegates plus faculty people and general public. Saturday a smaller (400-600) audience is expected at the panels, but these will be people who have either been active in the Movement of interested and committed enough to keep up with the literature and home-front activities. The panels should therefore be able to maintain a fairly high level of sophistication without losing the audience. The seminars (except no. 10, which will probably be run as a discussion panel) should be 20-30 people with a large number of fairly knowledgeable students, plus interested bystanders. For these brief introductory remarks, then general but directed discussion is the hoped-for pattern.

These are the main points. If there are further questions please call (collect) Amherst, Mass. Al-3-3906; ask for Junius Williams or Mitch Meisner. Finally, please fill out the form below which will help us in making arrangements for meeting you upon your arrival in the area.

Once again I would like to thank you for accepting our invitation to participate in this conference.

Yours truly,
Junius Williams
Conference Co-Chairman

---

name & address _____

time & method of arrival _____

time & method of leaving _____

connections we should make & travel expenses _____

yb&os/1/25/65//

THE CIVIL RIGHTS MOVEMENT: REFORM OR REVOLUTION?

A conference sponsored by a coalition of student organizations of the Four College Community; to be held February 12, 13, and 14, 1965. (12/2)

PROSPECTUS:

CIVIL RIGHTS IS NO LONGER THE PICKET LINE. The developments behind the headline events of the 1964 Freedom Summer confront college and university students with language and actions - unfamiliar or seemingly irrelevant in the past - but now increasingly vital in the nation-wide civil rights struggle.

Organization and agitation in Mississippi, riots in Northern cities, politics at the Democratic Convention, planned compulsory school integration, portents of revolutionary economic reorganization -- all suggest that there has appeared in the civil rights movement today a wide-spread disenchantment with the "system." Plans to go beyond the traditional legal, economic, political, and "spiritual" approaches which have been relied upon to provide a solution to the race problem in this country are many and varied. Many civil rights leaders and theorists feel that the traditional methods can bring not only over-gradual progress, but no progress at all.

It is the purpose of this conference to confront concerned students with what might be called "radical approaches" to civil rights and social change -- not necessarily to sell any particular scheme or solution but rather to help them become conversant with language and actions which must become important as this struggle progresses.

Mt. Holyoke campus:
Karen Loeb, co-chairman, Prospect Hall, ext. 543
Anne Hazard, co-chairman, Mead Hall, ext. 340
Smith campus:
Merble Harrington, co-chairman, Northrop House, Ju 4 9727
Judy Colburn, Albright House, Ju 4 9685
University of Massachusetts campus:
Sidney Finehirsch, president of YI, 13 Belmont St., NHMP, 586 1881
Judy Watson, vice-pres. of YI, 205 Arnold, 253 9177
Amherst campus:
Mitchell Meisner, co-chairman, 108 Davis, A13 3906
Peter Coombs, Financial chairman, Alpha Delta

Robert M. Woodruff
101 S. Pleasant St.
ΑΔΦ

FOURTH REVISION: SCHEDULE FOR FEBRUARY CIVIL RIGHTS CONFERENCE (1/22)
(during the conference, Info. office A13-6857/ Phi Psi / 56 College St (Rt.9) Amherst, Mass.

FRIDAY: FEBRUARY 12

4/6 pm	Registration at Mt. Holyoke College, So. Hadley in Mary Woolsey Hall, outside Chapin Auditorium. Conference folders handed out to each delegate.
5/6:30	Dinner for out of town delegates and guest speakers at Mt. Holyoke, basement of Mary Woolsey Hall
7	Seating for delegates begins in Chapin Auditorium
7:30	Opening Session: THREE VIEWS OF THE REVOLUTION with Malcolm X, Ossie Davis, and Michael Harrington. Informal reception and discussion afterwards.
***	Bus provided here to transport delegates to Amherst or Northampton for housing accomadations.

SATURDAY: FEBRUARY 13

7:30 am	Breakfast at host institutions.
***	Buses provided to transport delegates to UMass campus.
9 / 10:15	1st panel: ECONOMIC REORGANIZATION: with Tom Kahn, Nelson Jackson, and Sumner Rosen: at Bowker Auditorium, University of Massachusetts (Amherst)
10:30/11:45	2nd panel: POLITICS: with Norman Hill, Bill Worthy and Bill Strickland (Bowker Aud., UMass.)
12/1:15 pm	Lunch for out of town delegates and speakers at Student Union Ballroom, UMass.
1:30/3:00	3rd panel: COMMUNITY ORGANIZATION: Jesse Gray, Kermit Bailer, and ~~Noel Day~~ (Bowker Aud., UMass.) Tom Hayden
***	Buses provided here to transport delegates to Amherst College campus
3:30/5:30	SEMINARS IN AMHERST FRATERNITIES

1. Black and White Together? - Stan Daniels and Lou Mitchell
2. Political Organization in the South - Dave Dennis and Paul Anthony
3. Forced Integration - Milton Galamison
4. The Rent Strike - Jesse Gray
5. Freedom Democratic Party - Lawrence Guyot
6. Organizing the Poor - Tom Hayden
7. Mississippi: Closed Society - Bill Higgs
8. Youth - Julian Houston
9. Jobs and Automation - Peter Irons
10. The Technique of Self-Defense- Malcolm X and Andrew Young
11. Federal Programs and Rural Control - Jesse Morris
12. Direct Action Tactics - Martin Oppenheimer
13. Revolutionary Education - Howard Zinn and Tim Parsons
14. Organizing the Unemployed and Political Coalitions - Stanley Aronowitz

6/7	Dinner at Amherst for all delegates at Valentine Hall
8:30	Entertainment: Dancing and The Freedom Singers at Alumni Gymnasium, Amherst College
***	Buses provided to return delegates to respective domociles

SUNDAY: FEBRUARY 14

***	Buses provided to transport delegates to Amherst
10:00	Closing address by Noel Day at Johnson Chapel, Amherst C.
12 noon	Departures

108 Davis
Amherst College
Amherst, Massachusetts
January 23, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony,

We are enclosing final details and instructions for speakers. I hope you are able to make it in time for the very interesting Friday night program. The discussion starts at 7:30 p.m.--but should continue for a number of hours.

I have asked Mr. Dennis to address himself to questions such as: how do you choose a situation or problem around which to organize? Who can be mobilized? What official or unofficial obstacles are likely to be encountered in political organization or demonstrations? How can they be combatted. I think that a number of the participants will be surprised to learn of the extent and nature of SRC activities.

Can you prepare a written text or outline of remarks which we can use in compiling and publishing a summary of proceedings after the conference. This text would also be made available for press distribution.

Please let us know if there are any further questions. We are looking forward to meeting you in February.

Sincerely,

Mitch Meisner

Mitch Meisner
Conference co-chairman

UNITARIAN UNIVERSALIST ASSOCIATION

OF CHURCHES AND FELLOWSHIPS IN NORTH AMERICA

25 Beacon Street, Boston, Massachusetts 02108 — Area Code 617 742-2100

HOMER A. JACK
Director

DEPARTMENT OF SOCIAL RESPONSIBILITY

January 29, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Mr. Anthony:

Thank you belatedly for your kindness in coming to your office that Saturday morning to talk to my colleagues and myself. Your perspective was helpful.

Under separate cover I am sending you a copy of our "team" report to our denomination.

Cordially,

Homer A. Jack

Homer A. Jack,
Director

HAJ.er

UNITED NATIONS OFFICE:
Elizabeth Swayzee, *Director*
777 U. N. Plaza
New York, N. Y. 10017
(212) YU 6-5165

WASHINGTON OFFICE:
Robert E. Jones, *Director*
245 Second St., N.E.
Washington, D. C. 20002
(202) 547-0254

February 2, 1965

The Honorable LeRoy Collins
Community Relations Service
Department of Commerce
Washington 25, D. C.

Dear Governor Collins:

This is to again thank you for your magnificent speech in Birmingham on Saturday.

I think you cannot possibly know how much your presence, and more particularly, your words, aided and inspired that fine group of Alabama citizens.

We are deeply grateful.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

cc: Mr. Nat Welch
Mr. Edwin Stanfield

February 8, 1965

Mr. Maxwell Hahn
Executive Vice President
The Field Foundation
250 Park Avenue
New York 17, New York

Dear Mr. Hahn:

Enclosed are several clippings in which we thought you might be interested.

Kenneth Dean is working as Director of the Mississippi Council. They have hopes of immediately securing downtown office space and all are encouraged that Dean has been accepted as a member of the First Baptist Church of Jackson. The newspapers there identified Dean as a "preacher from New York" but otherwise his reception has been considerably better than might have been anticipated.

With best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

PA
write him
to find
about Atlanta

VANDERBILT 4-2997

DONALD E. MOEHLING
ATTORNEY AT LAW
787 FOREST AVENUE
DES PLAINES, ILLINOIS

February 9, 1965

The Southern Regional Council
5 Forsyth Street N. W.
Atlanta, Georgia

Gentlemen:

As Chairman of the recently formed Des Plaines Human Relations Commission of Des Plaines, Illinois, I am writing to you to determine whether your organization has compiled and published a resumé of the methods and procedures used in Atlanta to accomplish what we understand was one of the outstanding examples of successful school integration in the United States. According to this information , your Council undertook a massive educational activity which in the opinion of many sociologists was responsible for almost completely eliminating opposition to the plan of integrating the Atlanta school system.

One of the principal purposes of our Commission in the ensuing months will also be to conduct an educational program in Des Plaines as a measure to prepare our community for integration which is certain to take place in the foreseeable future.

In view of the marked success of your efforts, we would welcome the opportunity of learning and applying your techniques to our local situation.

If, therefore, your Council has available for sale or distribution a resumé in the form of a booklet or brochure presenting the techniques and methods used in this educational program , we would be grateful to receive such information from you and will gladly pay for the cost of such material by return mail.

Thanking you for your consideration of our request, I am,

Sincerely yours,

Donald E. Moehling

Donald E. Moehling

DEM:egm

Misc - (1) LWD VJ mm

UNITED STATES COMMISSION ON CIVIL RIGHTS

WASHINGTON, D.C. 20425

February 16, 1965

Mr. Paul Anthony
Field Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Many thanks to your office for sending the list of intergroup agencies from which we have culled key contacts for our Southeastern and Southwestern Regional Meetings on Title VI. The Atlanta meeting has been rescheduled for April 14, 1965. The Southwestern meeting will be held in Dallas during the week of March 22nd.*

Our very best wishes to you, Dr. Dunbar, Vernon Jordan, and everyone else at Southern Regional Council. Again, our appreciation for your assistance and best wishes.

Sincerely yours,

Caroline C. Ramsay

Caroline C. Ramsay
Social Science Analyst
Field Services Division

*Most likely March 25th

February 25, 1965

Miss Caroline C. Ramsay
Field Services Division
United States Commission on Civil Rights
Washington, D. C.

Dear Miss Ramsay:

We were happy to supply the agency list. I hope the state Councils on Human Relations will be among those invited and that those in and near Georgia may be able to bring along some of their key lay leadership to the April 14 meeting. This conference is attracting considerable attention.

If we can be of help, let us know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

cc: Mrs. Frances Pauley

February 26, 1965

Mr. Emory Via
School for Workers
University of Wisconsin
Madison, Wisconsin

Dear Emory:

Reservations at Atlantan.

I may be in Huntsville Tuesday evening. (In which case I'll return early Wednesday.) Otherwise, will remain at the office until you call. If I'm in town and you have no other plans, perhaps dinner. Other messages may be at hotel.

See you then.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

USNSA

Student Opportunities in Community Programs: A Directory

A Proposal for the Spring 1965 Supplement

Submitted by

United States National Student Association

February, 1965

The Need:

Every summer vast numbers of American college students are released from the campus to engage in non-academic pursuits. Some loaf, some earn money, some travel; but, in increasing numbers, students are locating themselves in community service programs during the summer in an effort to aid the deprived and the disenfranchised and to gain for themselves a unique kind of education.

Last summer, for example, 150 students participated in community organization projects in six northern cities directed by Students for a Democratic Society; 800 students took part in the Mississippi Summer Project sponsored by the Council of Federated Organizations; 500 students tutored underprivileged youth in Los Angeles under the auspices of the Western Student Movement; and 2,500 college-age tutors were enlisted by the Northern Student Movement for a five-city program in the northeastern United States.

Significantly these programs, and these organizations, three years ago did not exist. Student participation increases when those who have derived meaning in working with the deprived return to campus and tell their friends. The result is more students and more programs. The need is coordination.

The Spring 1965 Supplement:

Compiled and Edited: March 1 - March 31
Production: April 1 - April 14
Distribution: April 15 - May 7

The Spring 1965 Supplement will identify, describe, and appraise community programs for student participation during the summer vacation. No attempt will be made to influence or coordinate the programs themselves, but simply to provide interested students with the information needed to make an intelligent selection. In this way, a student may evaluate teaching in a Mississippi Freedom School as compared to an internship with the Office of Education in Washington or the opportunity of tutoring slum children while attending summer classes. The Supplement will widen rather than narrow choice; it is the student who must make the decision.

The Supplement will be 8½" by 11", 32 pages plus cover, with art, and the publication run will be 40,000 copies. The principal text will consist of a description of each community program for which a student may apply. Enclosed with each delivery will be several posters advertising the Supplement and a letter suggesting ways in which it may most effectively be circulated on campus. The posters will enable students to order individual copies of the Supplement, through June 30, directly from USNSA.

The Supplement will be offered initially to Student Body Presidents, Student Editors, Employment Officers, and Deans of Students at 2,300 colleges and universities throughout the United States as well as to 350 USNSA Campus Coordinators. By the end of March these individuals will have received an announcement of the service which includes an invitation to subscribe without charge. Due to an exten-

sive programming structure, it is expected that the demand will be greatest at USNSA member campuses. In any case, Employment Bureau Directors and Deans of Students at all institutions will receive copies of the Supplement no later than May 7. The Supplement also will be made available to student and youth groups, religious, civic and educational organizations, civil rights and community service projects, and government agencies, both local and federal, for distribution to interested students.

The Referral Service:
April 15 - June 30

Prominently displayed within each Supplement will be several cut-out referral forms. A student interested in participating in one of the community programs described in the Supplement simply fills in the requisite personal information (name, address, age, college, major, experience, name and address of parents or guardian, etc.), places the form in the addressed envelope provided and mails. Delivered to USNSA, the forms will be sorted, recorded and referred to the appropriate organization or agency. USNSA will not participate in the selection process other than to weed out obvious cranks or those who clearly fail to meet the basic requirements stipulated by the community program in the Supplement. Even this authority will be lightly exercised.

The purpose of the Referral Service is to ease the task of agencies recruiting students for summer programs by providing a selection of qualified applicants as well as to insure that every student who applies receives consideration. Thus, USNSA assumes the responsibility of making sure that every application referred in some way is processed.

The Referral Service also will serve as a means of evaluating the effectiveness of the Supplement in a report submitted to the Foundation upon completion of this project June 30.

An Annual Directory:

Pending a report on the Spring 1965 Supplement and the Referral Service, the Foundation may wish to consider underwriting an annual directory which would incorporate spring, fall and mid-year supplements. The Fall Supplement would focus on part-time opportunities in community programs for students returning to campus as well as opportunities to utilize work-study and other funds in developing local projects. In this way, perhaps more students concerned with social problems would return to campus when summer is over.

The Mid-Year Supplement would be concerned with continuing developments in community programs generally and particularly with part-time campus projects as well as with career possibilities in community service for those about to graduate in June. There may be space also for features on unique projects or outstanding student initiative in community programs.

In the spring, all three supplements would be published in one soft-cover edition for distribution by USNSA and for sale in campus book stores. More than a guide, with narrative and commentary the Directory would be a review of student participation in community programs and of the programs themselves. In this way, the Directory would have value to non-students and professionals in the field as well as to those interested in volunteering for community programs.

March 1, 1965

Mr. Frank A. Millspaugh
Books for Equal Education
236 East 46th Street
New York, New York

Dear Frank:

Your budget looks fine to me, though on page 2 of that section of your draft SRC inadvertently appears again under the Appalachian office.

The application, with the Director's Report as an attachment, presents the case well. Beyond that, I would hold additional material to an absolute minimum. For instance, additional information on the distributing organizations can be offered if needed; generally it won't be. I would consider a letter of support from each member of the advisory committee, not just one from me.

For foundations I would begin with those who have already supported the program or expressed an interest in it. Initially you may want to avoid the old standbys -- Field, New World, Taconic, Rockefeller Brothers -- particularly unless you have already some strong indication of interest from one or more of them. After getting the reaciton from the first category we might try several of the smaller foundations such as the Norman Fund. Thereafter, it will probably be necessary to go to some or all of the old standbys but I think your case will be stronger if part of the funds have already been raised. Also, as you know, Max Hahn of the Field Foundation has considerable admiration for NSA and may be a good advisor if you know and have a good relationship with him.

Fianlly, while I'll do anything possible to be of help -- including trying to find the means to get up there to help -- I don't know what good it will do. Frankly, I have no reason to believe that my presence will be of any particular help. I do feel strong letters of endorsement from all the advisors, especially the college presidents, will be of help.

We might discuss all of this by phone as soon as you have some reaction to it.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

March 1, 1965

Mr. G. Daniel Little
Associate Director
United Presbyterian Church in the USA
Board of National Missions
475 Riverside Drive
New York 27, New York

Dear Dan:

We enjoyed your visit and hope there will be an opportunity for another and longer one soon. Some of your observations and plans were especially refreshing in comparison to other efforts made and talked about.

In the meantime we are putting you on our mailing list and sending you a collection of our publications.

Hope to see you soon.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

March 2, 1965

Mr. Donald E. Moehling
787 Forest Avenue
Des Plaines, Illinois

Dear Mr. Moehling:

We will be happy to be of any possible help to you in your needs. Lest it be misunderstood, however, let me correct what is to some extent the misinformation you have been given.

In terms of beginning a process of desegregation, and maintaining law and order, the Atlanta experiment was a success. This was begun in September, 1961, with a very cumbersome pupil placement plan that allowed nine Negro children (out of a school population of approximately 100,000) to transfer in their senior year to previously all white schools. That number has now risen to slightly more than 1,000 Negro students in previously white schools out of a school population of almost 120,000. The Atlanta school desegregation program remains under legal attack and before the federal courts. It remains too, obviously, a very slow system of desegregation about which the Negro community is very unhappy. Perhaps the most unhappy commentary about this program of the Atlanta school board is that it seems to be concerned more with segregation than education and is, in the process of this concern, building in problems of more serious nature than the ones which triggered the process.

Therefore, as your commission attempts to be of assistance in Des Plaines, it would be, in my opinion, a mistake to place any reliance on Atlanta as a place where there has been successful integration of the public schools.

As to our involvement, the Southern Regional Council has worked in a number of communities with local groups whose purposes were to maintain the public school system (which has frequently been threatened), to assure law and order, and to avoid the kind of tragedies we experienced in Little Rock and New Orleans. Here in Atlanta all of these dangers faced the community. We worked primarily with a group known as HOPE (Help Our Public Education). The first successful battle of this group was to see that schools were not closed if desegregated under court order. Thereafter, their purpose was to achieve maximum community acceptance (if not sympathy) with the change.

Since the days of HOPE we have tried to be of similar assistance in other communities. Last year we prepared a community guide called "Transition Without Tragedy." A copy of this publication is being sent under separate cover and other copies are available if you have need of them.

Much in this guide is based on sound community organization in any situation. Please remember, however, that these materials were preapred for a community atmosphere like that in several Alabama communities under Governor Wallace, or the more recent situations in Mississippi. I very much hope that you don't labor under those kind of situations in Des Plaines and that your community efforts can go far beyond the words and arguments used by these very fine people down here.

If we can react to specific problems you may face, or to specific programs you prepare, we will be happy to do so.

Our best wishes on your work.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

HARPER'S MAGAZINE
Editorial Rooms

HARPER & ROW, PUBLISHERS
INCORPORATED

49 EAST 33D STREET
NEW YORK 16, N. Y.
MURRAY HILL 3-1900

March 2, 1965

Dear Mr. Anthony:

We're going to press on an article which says that the Atlanta Public Library integrated in 1964. Is this date correct? We'd very much appreciate your help. Could you wire me collect at Harper's?

Yours sincerely,

Willie Morris

Willie Morris

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

WM:cc

May 1959

March 2, 1965

Mr. Bill Taylor
Civil Rights Commission
Washington 25, D. C.

Dear Bill:

Congratulations!

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

March 3, 1965

Mr. William Payne
U. S. Commission on Civil Rights
Washington, D. C.

Dear Bill:

When the digest of the Commission's report on USDA is available we would be grateful for 1100 copies. These we would distribute to the state Councils on Human Relations (100 to each) and keep 100 for our immediate use.

Many thanks for your cooperation and help.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

BOARD OF NATIONAL MISSIONS
OF THE UNITED PRESBYTERIAN CHURCH IN THE UNITED STATES OF AMERICA
475 RIVERSIDE DRIVE, NEW YORK, NEW YORK 10027

March 5, 1965

Mr. Paul Anthony, Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

The other day I received a fistful of publications from your office. Thank you for them and for the conversation we had last week. Most of all I am grateful for the prospect of a fruitful working relationship. I look forward to talking with you further and discovering ways that the resources of our Church can truly be put at the disposal of the Southeastern region of our country.

I do not have any trips to Atlanta projected in the immediate future, but next time around I will let you know.

Cordially yours,

Dan'l

G. Daniel Little
Associate for the Southeast
Division of Church Strategy
and Development

GDL:ds

March 5, 1965

Dr. Clarence Faust
Vice President for Education
Ford Foundation
477 Madison Avenue
New York 22, New York

Dear Dr. Faust:

Mr. Steven McNichols of the National Student Association has requested that we share with you our opinion of their proposal which is before you. I am happy to do so because I feel this program is worthwhile and needed.

Each year more college students, from within and without the region, show an interest in working in the South. It is extremely difficult for these students to determine what is available in the way of opportunity. It is frequently as difficult for agencies and groups to reach the kind of students they seek. In some instances worthwhile projects go understaffed while capable talents go unused. All of the agencies with interests in these areas make some effort to answer inquiries and to place students and projects together. None, to the best of my knowledge, have the resources at present to do this work adequately.

I feel NSA is uniquely suited by experience, interest, and constituency to do effectively what they propose. For the past several years I have served as a member of the Advisory Committee of the NSA Southern Project. From that vantage point, I have been very favorably impressed by the administrative skills of the national offices of NSA and by the results which their projects achieve in relation to the funds expended.

The Foundation's consideration of the NSA proposal is, in my opinion, most justified.

Sincerely yours,

Paul Anthony
Director of Field Activities

PA:mm

March 5, 1965

Mr. Richard Shapiro
U. S. Commission on Civil Rights
Washington 25, D. C.

Dear Dick:

We would be grateful for 5,100 copies of the Commission's digest of the full report on USDA. Each of the ten state councils will be sent 500 of the publication for distribution among their members most concerned with this area, and SRC would like to have 100 on hand for routine information requests.

The Commission is performing a very helpful service in preparing and making available this kind of information. Our thanks.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

MM

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON, D.C. 20425

9 March 1965

ADDRESS REPLY TO:
P. O. Box 6023
Montgomery, Alabama

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Thanks for your letter of 1 March.

Frankly, I don't know what I was asking for. When I talked with Les and was telling him how lost I felt to act as Chairman, I got the impression he knew of something he thought would be helpful! I believe I have all of your publications. Thanks anyway.

With all of the best wishes, I am

Sincerely,

Moreland

Moreland Griffith Smith, F.A.I.A.

MGS/bp

March 12, 1965

Mr. Emory Via
School for Workers
University of Wisconsin
Madison, Wisconsin

Dear Emory:

During lunch last Friday I suddenly realized you were leaving in mid-afternoon. Rushed back but had missed you and am sorry. (It had gotten quite familiar to have you around.) Sorry I couldn't at least thank you for the efforts.

Sorry too you missed the Sanka. It is being sent separately, compliments.

Finally, enclosed is a check representing what we determine to be round trip air fare tourist. We felt it more than justified since you spent three days working for us.

If you strongly disagree with this generosity, don't argue. Just come back for another visit on your own money!

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

March 12, 1965

Mr. Dick Shapiro
U. S. Commission on Civil Rights
Washington 25, D. C.

Dear Dick:

Recently we requested 5,100 copies of the digest of the Commission's report on USDA. We would appreciate the same number of your forthcoming publication on hospitals and health care. (For the same distribution, 500 to each state Council and 100 for our information requests.)

Again, we appreciate this considerable service of the Commission.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON 25, D.C.

STAFF DIRECTOR

LWD
VJL
MM

March 15, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Thanks for your note. Working with you and Les is a good part of what makes the job worthwhile.

Sincerely,

Bill

William L. Taylor
Staff Director-designate

PA

CITY OF PHILADELPHIA

PERSONNEL DEPARTMENT
RECRUITING OFFICE
500 Municipal Services Building
Philadelphia, Pa. 19107

FOSTER B. ROSER
Director

LEWIS S. TAYLOR
Deputy Director

March 16, 1965

Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Sir:

Philadelphia's Commission on Human Relations currently has two openings for supervisors of Community Relations Units. I would like to ask your help in locating applicants interested in this position. If you know of anyone who is ready to move into a position such as this, please refer them directly to me before April 7, 1965.

I have enclosed the announcement for Human Relations Supervisor (Community Relations). These are challenging jobs with opportunities to use a thorough knowledge of community resources to assist in meeting the problems of minority groups.

The City offers many excellent fringe benefits which include ten days vacation, 13 paid holidays and 20 days sick leave per year, a free life insurance policy, Blue Cross-Blue Shield health protection, and the choice of one of two liberal pension plans.

Any help you can give me in locating the "right" people for these important positions will be greatly appreciated.

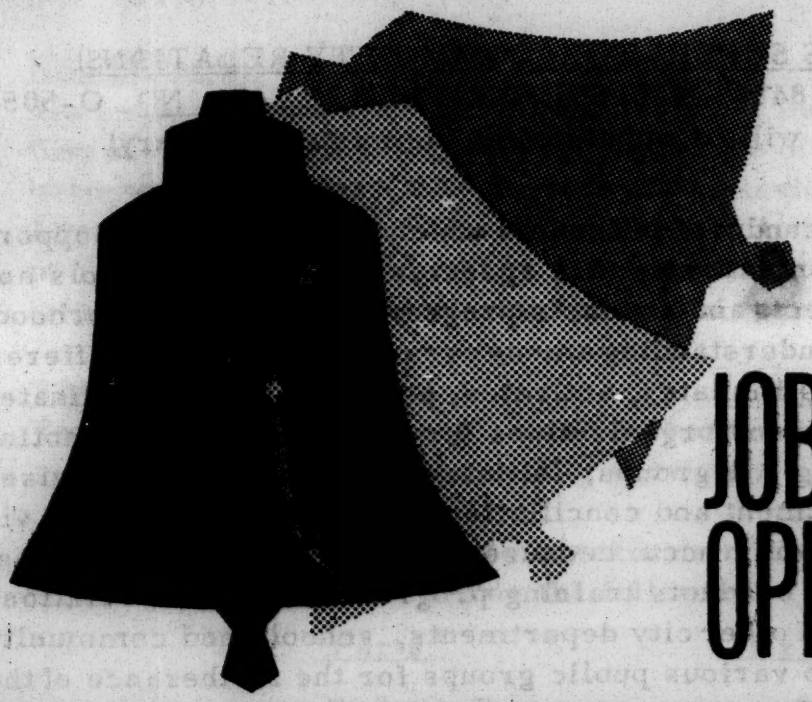
Yours truly,

Stephen S. Henry

Stephen S. Henry
Recruitment Representative

SSH/dmr

Encl.



JOB OPPORTUNITY

HUMAN RELATIONS SUPERVISOR
(COMMUNITY RELATIONS)
$8486 - $10,588 PER YEAR

PERSONNEL DEPARTMENT

CITY OF PHILADELPHIA

HUMAN RELATIONS SUPERVISOR (COMMUNITY RELATIONS)

SALARY RANGE: $8486 - $10,558 PER YEAR EXAM. NO. O-5057

(New employees will be appointed at the minimum salary)

DUTIES:

Plans, directs and conducts programs which will create equal opportunity and equal treatment by welfare agencies, hospitals, schools and colleges; plans, directs and conducts programs in local neighborhoods which will promote understanding among persons and groups of different races and religions; stimulates, activates, assists in, and coordinates the work of neighborhood organizations for the purpose of promoting understanding among all groups; initiates, conducts and supervises investigation, adjustment and conciliation of incidents of tension, violence or vandalism which occur because of racial or religious reasons; promotes, plans and conducts training programs on human relations for police and staffs of other city departments, schools and community agencies; lectures to various public groups for the furtherance of the Commission's objectives; supervises a staff of professional personnel engaged in carrying out the foregoing work; and performs related work as required.

REQUIREMENTS:

1. Completion of a bachelor's degree program at an accredited college or university with major course work in the humanities, social science or education;

and 2. Four years of experience in community organization, social group work, labor-management negotiations, counseling or guidance, adult education, public relations or public information work, two years of which shall have been in community relations work;

or 3. Any acceptable equivalent combination of training and experience.

NOTE:

Completion of a master's degree program in an approved field including one year of supervised field work in a human relations agency may be substituted for two years of general experience.

RESIDENCE:

The usual requirement that candidates must be residents of the City of Philadelphia for one year prior to date of appointment has been waived by the Civil Service Commission for this class. Appointments will be made without regard to residence. Each non-resident appointed will be required to become a resident not later than six months after completion of his probationary period.

VACANCIES:

Two immediate vacancies exist. There are three present positions in this class in the City service.

EXAMINATION: Will be related to the duties of the position and will include the following:

Parts	Weights
Written Test	60%
Oral Test	40%
Total	100%

ELIGIBLE LISTS: Only an open competitive eligible list will be established as a result of this examination. Permanent City employees who compete will receive no promotional preference in this examination.

APPLICATIONS FOR THIS EXAMINATION MAY BE OBTAINED IN ROOM 127, CITY HALL

CLOSING DATE FOR RECEIPT OF APPLICATIONS IS APRIL 7, 1965

LDS
X-1
JC-0584
2-23-65
rw-900

GENERAL INFORMATION AND INSTRUCTIONS

This section is provided to candidates in simplified summary form so that they may be informed of the rules governing Civil Service examinations. Nothing herein changes or modifies the pertinent Civil Service Regulations which shall govern in all cases.

APPLICATIONS: To be accepted, a completed application must either be filed in person with the Personnel Department, Room 127 City Hall, before the close of business on the closing date specified in this announcement or, if mailed to the above address, must be postmarked prior to midnight on the closing date specified. The official application blank provided must be used.

Applications filed late and applications which do not meet the announced minimum requirements will be disapproved. Applications may also be disapproved for falsification or the other reasons provided in the Civil Service Regulations.

REQUIREMENTS: Unless otherwise specified in this announcement, the date used to determine the possession by the candidate of announced minimum requirements shall be the thirtieth day after the last date for filing.

A non-citizen who has filed a petition for naturalization or a non-resident may compete in this examination. However, every person appointed must be a citizen and, unless otherwise specified, must have been a bona fide resident of the City for one year prior to the date of appointment.

EXAMINATIONS: Every applicant will be notified promptly either of the time and place of the examination or of the disapproval of his application.

To be eligible for appointment, a competitor must pass each specified part of an examination. Failing any part will disqualify a competitor from competing in succeeding parts or if the list has already been established, subsequent failure of a specified part will remove the eligible's name from the list.

Unless otherwise specified in this announcement, the minimum passing score on each part will be determined after the candidate's papers have been scored and before the identity of any candidate in that part has been disclosed by opening the identification envelopes. Candidates' scores will be converted into grades on a scale of 100 to 0. A converted grade of 69.5 or higher is a passing grade. Less than 69.5 is a failing grade. Passing competitors' grades are averaged using the announced weights and their ranks on the eligible list are determined by their final averages. In open competitive examinations ten (10) points will be added for approved veterans' preference. In promotion examinations, points will be added for performance ratings.

Every person who takes a part of an examination will be notified in writing of the results not later than the date of establishment of the eligible list.

Every competitor may review his examination papers and, except oral tests, may appeal to the Personnel Director for correction of any error in his rating. Review and appeal of all examinations must be made in the thirty (30) calendar days immediately after the date of mailing of the official notice of results unless a different review period is announced specifically to candidates. Appeals to oral tests are made only to the Civil Service Commission for failing scores and only for the reasons specified in the Regulations.

PERFORMANCE RATINGS: Each promotion candidate who passes all parts of the examination shall have three points added to his final average if his performance rating is Outstanding or 1½ points added if Superior.

The performance rating to be used for determining such added points and eligibility to compete shall be the latest performance rating *(other than a second month probationary rating)* properly filed with the Personnel Department at least thirty (30) days prior to the date of issue of this announcement.

VETERANS' PREFERENCE: In order to receive the ten (10) points for veterans' preference, an applicant should claim veterans' preference on his application and must submit the original or a photostatic or certified copy of his honorable discharge ***with the application, if possible.*** A veteran is defined as a person who has an honorable discharge and who served in the armed forces of the United States for some period between December 7, 1941, and July 26, 1953, or in prior wars. Wives and widows of disabled veterans and widows of veterans who died while in service during war time are also entitled to veterans' preference.

ELIGIBLE LISTS: The eligible list(s) resulting from this examination shall continue in force for at least one year and no more than two years. During the second year the list(s) may be cancelled or consolidated with newer list(s) for the same class. An eligible may take subsequent examinations for this class in order to improve his rank or to extend his eligibility without in any way changing or endangering his rank on the former list.

When a vacancy occurs, the top two names on the appropriate eligible list are certified to the appointing authority who may choose either except that if one of the two is a veteran, he must be chosen. The name not chosen is returned to the eligible list to be certified to the next vacancy. An eligible may decline appointment to permanent positions twice without affecting his eligibility. In addition, an eligible may specify work locations in which he is not interested or may request the Personnel Department to suspend his eligibility temporarily.

LOYALTY OATH: Immediately after entrance on duty, each employee is required to sign a loyalty oath and a loyalty questionnaire. Both are subject to severe penalties for falsification. The questionnaire inquires into past or present membership in Communist and Fascist organizations. Failure to sign invalidates the appointment.

MISCELLANEOUS: The required medical examination and the psychiatric examination when required, are ordinarily given immediately prior to appointment but may be scheduled at other times before or after the establishment of the eligible list. Re-examination in the case of remediable medical conditions may be permitted during the life of the eligible list.

All appointees will be fingerprinted and if a record of police convictions is discovered, may be dismissed during the probationary period.

Every person appointed or promoted shall serve a probationary period of six months before attaining permanent status.

The Personnel Department assumes no responsibility for any accident or injury to candidates during the course of any part of the examination.

U.S. DEPARTMENT OF COMMERCE
COMMUNITY RELATIONS SERVICE
WASHINGTON, D.C. 20230

OFFICE OF THE DIRECTOR

MAR 18 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

How good of you to take time away from your busy schedule to write such a gracious letter of encouragement to me. Your sentiments about the speech in Birmingham mean a great deal. If my words were of some help and inspiration to the citizens of Alabama in these times of racial tension and unrest, then I am indeed gratified.

My very best wishes to you and Dr. Dunbar.

Sincerely,

LeRoy Collins

March 19, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Paul:

It was just great returning the Council for even so brief a visit. I am sorry that contending schedules and colds did not give us even more time together. As I told you once, before a final decision was made re ~~filed~~ field director, you would do a good job at it. From all indications you have done an outstanding job and have real reason to be proud (except that it is a sin) of the accomplishments.

I am sorry that I forgot to pick up the Sanka. If it is really convenient to send it on, I would be most pleased to receive it. I left in a rush with Pat for lunch and then had to go straight to the hotel and airport.

Thanks also for sending the expense money; the Council was too generous under the circumstances, but I will attempt to put it to good use.

I have written a letter to Les which I am sure you will be ~~sing~~ seeing. It raises some of the questions that were still in the air when I left the big city.

Best personl wishes. Also regards from my homelife to you.

Sincerely,

Emory

Emory F. Via

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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Counsel
EDGAR B. MAY

Executive Director
MARY ALICE BALDINGER

March 25, 1965

Mr. Paul Anthony
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Georgia

Dear Paul:

I've just been checking over the literature that has arrived for distribution at our conference, and there's nothing there from the SRC.

Could you please check on this, and if nothing has yet been sent by your office, see that whatever you want us to use is shipped so it gets here before Wednesday afternoon, March 31? (That's when I have arranged to have the material transferred from here to the hotel.)

What would an NCLCH conference be without the SRC's magnificent stuff? I hope this hasty note makes you realize how highly I value it!

Yours,

Mary Alice

Mary Alice Baldinger
Executive Director

Rec'd 3/29/65

PA - please work on this

U.S. DEPARTMENT OF COMMERCE
COMMUNITY RELATIONS SERVICE
WASHINGTON, D.C. 20230

March 25, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Paul:

First I want you to know how much all of us appreciate the help you gave Bill Jersey last week. He is now working on a treatment and says he found plenty of good subjects through the help of your people. I will keep you informed of further developments on the film.

I mentioned to you briefly the other day that we are planning a national public service advertising campaign under the auspices of the Advertising Council, and through the volunteer creative efforts of Grey Advertising in New York.

The objective of the campaign will be a) the creation of community relations commissions and b) the upgrading of these bodies where they already exist. Both these objectives are of vital interest to your program. Hence I am anxious that you be involved in the campaign from the outset.

In order for SRC to become fully briefed on plans to date, and to become involved in the development of the campaign, I would like for you to join me in New York at the agency very soon. If you will let me know whether you have any other business that would bring you North we can work out plans to suit.

Beyond the campaign, which will be a softening up process at its most hopeful, you need to come to Washington and plug in with Velma Strode, who is our new staff professional with the responsibility of carrying out CRS' program involving community relations commissions. But that is another story, and this direct action kind of program is under the jurisdiction of Roger Wilkins in the Community Action division of CRS.

I will be going to New York one day the week of March 29, and will be glad to set the date at your convenience should you be able to get up.

Sincerely,

David

David Pearson
Assistant Director for Media Relations

U.S. DEPARTMENT OF COMMERCE
COMMUNITY RELATIONS SERVICE
WASHINGTON, D.C. 20230

March 25, 1965

MR
10:30 Thurs-
Grey ads-NYC
212 Plaza 1-3500
Steve Kahn-

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Paul:

First I want you to know how much all of us appreciate the help you gave Bill Jersey last week. He is now working on a treatment and says he found plenty of good subjects through the help of your people. I will keep you informed of further developments on the film.

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Sincerely,

David

David Pearson
Assistant Director for Media Relations

U.S. DEPARTMENT OF COMMERCE
COMMUNITY RELATIONS SERVICE
WASHINGTON, D.C. 20230

March 25, 1965

Mr. Eugene Kohn
Grey Advertising, Inc.
777 Third Avenue
New York, New York 10017

Dear Gene:

Here are reports written by the Southern Regional Council on four southern cities. You will find excellent material here relating to community relations commissions, and some very incisive reasoning regarding successes and failures.

I discussed the proposed campaign very briefly last week while in Atlanta with several of the SRC staff; particularly Paul Anthony, who is in charge of the creation and improvement of human relations councils throughout the South; and Pat Watters, who is the public information director of the Council. I am writing them today in more detail.

There is no question in my mind that they will be very helpful in both the formulation and the execution of this campaign, since it will deal with those aspects of the civil rights problem with which they are keenly interested and at which they have been working for many years.

Maggie mentioned she would like to visit a CRC in a southern community. You may want to do so in the state you choose to test in. At the point when you are ready to decide, Paul Anthony and our Velma Strode would be valuable in helping you find a good CRC to visit.

We would like you to make a few corrections under paragraph #8 in your memorandum CRS-4 of March 4, 1965. Under A., it is our belief that the Negro leaders recognize basic racial discrimination, not poverty, as the critical fact in their problems. Poverty is perceived as the result, not the cause.

Under B., it is felt that present Negro leadership is generally at the college graduate level in most communities.

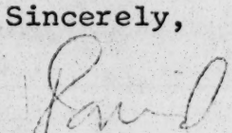
D. should refer back to A. in essence.

In E., local Negro leadership first seeks out cooperation with local white leadership. Outside help is sought generally to bring conditions to the view of the white leaders so that communications and representation can then be accomplished locally. There is pride in accomplishments based upon interracial progress in the community on the part of all local Negro leaders.

For your information, the contract between CRS and the Ad Council is now being drawn up, Max Fox having given us the estimate for this year.

I am planning to come to New York next week on other business, and will be happy to drop over and meet with you, Max and the Grey staff if it would be helpful. Let me know.

Sincerely,



David Pearson
Assistant Director for Media Relations

Enclosures

March 26, 1965

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington, D. C. 20036

Dear Mary Alice:

It's my goof that materials haven't arrived.

A packet is being mailed out today and should be there in time.

Look forward to seeing you. Deepest thanks for wanting materials and me.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Rec'd 3/31/65

Make copy for MA
green copy plus
MA copy
back to
Paul

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

March 29, 1965

PA
Pls reply

Dr. Leslie Dunbar, Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Dr. Dunbar:

As you probably know, part of the Office of Equal Educational Opportunities program established under Title IV of the Civil Rights Act consists of a Technical Assistance Program to give information and help to persons involved in desegregating local public school systems. As a part of this program we are assembling and evaluating materials which should be useful to administrators, school board members, teachers and citizens. We should very much like to have copies of the materials on the attached list to include in our Clearinghouse in which such publications and materials will be located. We should also like to have any additional materials relevant to school desegregation which your organization may have on hand that are not included on the list.

Thank you for your kind consideration of our request.

Sincerely,

Kenneth Neubeck

Kenneth Neubeck
Office of Equal Educational
Opportunities

Enclosure

QUEST PRODUCTIONS INC. 630 NINTH AVENUE, NEW YORK 36, N.Y., CIRCLE 7-0398,99

LWD
PW
PA
MM

March 29, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsythe St. N.W.
Atlanta 3, Georgia

Dear Paul,

Just a note to thank you for introducing me to Ed Stanfield and Ken Dean.

It is not possible for me to begin to recount even a small part of the experiences I had with each of them. Needless to say that in both cases my time was very well spent.

Thanks again.

Cordially,

Bill

William C. Jersey

WCJ:bc

Recd 3/31/65

YWCA

National Student Young Women's Christian Association of the U.S.A.

600 LEXINGTON AVENUE
NEW YORK, N.Y. 10022
PLAZA 3-4700
CABLE: EMISSARIUS, N.Y.

P A please reply

March 30, 1965

Mr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

The National Student Y.W.C.A. is planning a pilot project in a Southern community this summer to accelerate desegregation of the public schools. A small group of carefully selected college students, together with an adult staff member from the National Student Y.W.C.A., would spend six weeks in a single community working with a core group of local citizens to create a climate which will help Negro parents to feel free to enroll their children in predominantly white schools.

We are writing to ask your advice about possible communities in which to locate such a project. We would want a place where (1) applications for transfer will be accepted during the summer months; (2) some degree of movement exists; (3) at least some white parents wish to see their community abide by the Supreme Court ruling.

We are meeting this week with a staff member of the N.A.A.C.P. Legal Defense and Educational Fund to learn where they have won school suits. However, we believe that your agency is in a better position to assess the climate of various Southern communities and to advise us where a sufficient degree of readiness for such a project exists.

We would appreciate your suggestions. It would also be good to have the name of a key person in the community that we might contact.

Many thanks for your cooperation.

Sincerely,

Frances Smith

Frances S. Smith, Chairman
Human Relations Committee
National Student Y.W.C.A.

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FSS:npm

YWCA®

M

April 5, 1965

Miss Frances S. Smith
YWCA
600 Lexington Avenue
New York, New York

Dear Miss SMith:

Mr. Dunbar has asked me to respond to your inquiry of the 30th.

There are a number of communities which might fit the description you give and as you get specific suggestions we will be happy to give yourour evaluation of the cities and the names of people in them. As a start, however, I think it is best that you check with other agencies as you are doing with the NAACP. For instance, the Legal Defense and Educational Fund is working in cooperation with the AFSC in doing a similar program in a number of Alabama and Georgia cities. Staff of these agencies have done considerable investigation of possible sites for the project and their findings might be of considerable help to you.

In addition you might wish to ask for the suggestions of the Alabama, Georgia, and South Carolina Councils on Human Relations. (Alabama and Georgia Councils are cooperating with the NAACP/AFSC project but their interests and members exist beyond the cities selected for that project.) There are a number of local councils on human relations with a specific interest in accelerating school desegregation. Many of them would welcome the kind of assistance your project could provide. They, in turn, could provide knowledge of the local community and some additional manpower.

The names of the directors of these councils and their addresses are enclosed.

If the above is not satisfactory and you still wish us to come up with specific sites, we'll be happy to do so. Initially, though, I believe the suggested inquiries will bring the best results.

Projects such as this are badly needed and we believe the YWCA is in a position to make a unique contribution. We are eager to be of any possible assistance.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

~~LPA~~
~~LAh~~

#4 Sparrow Apts., Route #3
Chapel Hill, N. C. 27514
April 6, 1965

Miss Doris Taylor
U. S. National Student Association
3457 Chestnut Street
Philadelphia, Pennsylvania 19104

Dear Doris:

Enclosed is an agenda of the recent Carolinas Conference, "The Mission of Higher Education in the Changing South." One of my responsibilities in assisting with this program was the development of "working papers."

Working with the staff members of the Southern Regional Council, I selected eleven items from their publications list--covering such topics as Southern higher education, Negro employment opportunities and the Negro and the ballot. We compiled one hundred sets of these eleven items for distribution to the delegates attending the Conference.

I should add that all of the kits were not distributed at the Carolinas Conference. However, the Deep South Seminar will be considering similar topics. Consequently, I am forwarding the remaining items to the co-ordinators of that Seminar for distribution to the participants there.

Mrs. Montez Albright and Mr. Paul Anthony worked out a very fair price for the use of the S.R.C. pamphlets and materials. The total cost is $77.05. Please transfer this amount from my travel budget and/or some other unused portion of my budget and forward a check to Mrs. Albright at the S.R.C. office in Atlanta.

In addition to the kit of working papers, I prepared a bibliography which was also distributed. The cost of typing, stencils, paper, printing, etc., were "absorbed" by other sources here in North Carolina. Mr. John Brooks, of the North Carolina Fund in Durham, handled the printing for us. Enclosed is one of the resulting reading lists for your "publications file."

Thanks for taking care of the check. I'll see you soon at the N.S.B. meeting.

Sincerely,

Michael H. Lawler
S. G. V. P.

MHL:clb

2 ENCLOSURES

cc: Mrs. Montez Albright
Mr. Paul Anthony

Misc.

UNITED PLANNING ORGANIZATION
Field Office
1000 You Street, N. W.
Washington, D. C. 20001

April 9, 1965

Mr. Paul Anthony, Deputy Director
Southern Regional Council
5 Forseythe Street
Atlanta, Georgia

Dear Mr. Anthony:

I am writing to enquire as to whether your organization has compiled any information regarding the legality of rent strikes.

Any information which you have would be appreciated plus any suggestions as to possible sources of materials.

Your cooperation would be appreciated.

Sincerely,

(Mrs.) Belvie Rooks
Housing Advisor

BR/kn

GENERAL BOARD OF CHRISTIAN SOCIAL CONCERNS
OF THE METHODIST CHURCH
DIVISION OF HUMAN RELATIONS AND ECONOMIC AFFAIRS

THE METHODIST BUILDING
100 MARYLAND AVENUE, NORTHEAST
WASHINGTON D. C., 20002 • 546-1000

Rec'd 4/12/65

TA - file
MET ✓
MA ✓
MM - file

(answered)

APRIL 9, 1965

MR. LESLIE W. DUNBAR
SOUTHERN REGIONAL COUNCIL
5 FORSYTHE STREET, N. W.
ATLANTA, GEORGIA 30303

DEAR MR. DUNBAR:

A RECENT LEAFLET OF THE DIVISION OF HUMAN RELATIONS AND ECONOMIC AFFAIRS OF THE GENERAL BOARD OF CHRISTIAN SOCIAL CONCERNS OF THE M THODIST CHURCH REFERS TO THE SOUTHERN REGIONAL COUNCIL AS ONE OF THE RESOURCE AGENCIES AVAILABLE TO SUPPLY HELP AND INFORMATION TO METHODIST CHURCHMEN. THE PURPOSE OF THE LEAFLET IS TO ENCOURAGE LOCAL METHODIST CHURCHMEN THROUGHOUT THE NATION TO UNDERTAKE VARIOUS KINDS OF RESPONSIBLE ACTIVITY IN SEARCH OF CIVIL RIGHTS AND FAIR PLAY IN THE FIELD OF HUMAN RELATIONS.

SINCERELY YOURS,

Grover C. Bagby

GROVER C. BAGBY
ASSOCIATE GENERAL SECRETARY

GCB:MRF

ENCLOSURE

GREY ADVERTISING, INC.
777 THIRD AVENUE, NEW YORK, N. Y. 10017

April 12, 1965

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

I have just received contact prints of the Vine Street Project and I think they will be most useful. Enlargements are being ordered today and I shall get them off to you by Thursday.

Maggie and I send warmest regards to all our good friends in Atlanta.

Sincerely,

Mike

Michael Wollman
Vice President
Associate Head Art Director

MW:dds

April 12, 1965

Mr. Robert E. L. Baker
The Washington Post
5th Floor City Room
Washington, D. C.

Dear Bob:

Enclosed are a few things that may be helpful with the Klan piece. I hope they arrive in time. Friday the day got away and I simply forgot to get this done. Sorry.

We can find no reference to the Senator's involvement. Somewhere that information exists but a pretty thorough search thus far has not turned it up.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

April 13, 1965

Mrs. Pierre L. Miles
518 Washington
Farmer City, Illinois

Dear Frances:

Illinois certainly isn't the South but I'm glad you're compelled to do the Lord's work wherever you are.

Mrs. Marshall Field's address is Field Foundation, 250 Park Avenue, New York, New York.

Thanks for the interesting program.

The pleasure of seeing you was dimmed only by the information that you were so soon returning to Farmer City.

The Florida Council is building steadily but for a long time it will need the best guidance possible before it can really be considered an established organization. The distance of your friendship and loss of your leadership doesn't help one bit!

Warmest regards.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Mrs. Pierre L. Miles
518 Washington, Farmer City, Illinois 61842

April 9, 1965.

Mr. Paul Anthony
Southern Regional Council
Atlanta, Georgia.

I also know that Illinois and it's problems is not in the Southern Regional Council.

Nevertheless, I need some help in securing the address of Mrs. Marshall Field.

Since she is so very much interested in better race relations, I am in hopes that the Negroes in Chicago's South Side may be able to get her attention to their great need for funds to secure a Y.W.C.A. building which will be inter racial and inter faith.

I learned this Wednesday night at the dinner in Chicago sponsored by the Committee of One Hundred. A Mrs. Jones of the Chicago YWCA sat by me and outlined the problem.

My sister and I went up for the dinner and to see Mrs. Stocking get her award. Fifteen hundred tickets were sold. One of the programs is being mailed to you.

If, you will not be violating a confidence, I shall greatly appreciate receiving this address. Please be assured that the source will not be revealed and SRC envolved.

It was indeed a great pleasure to see you and to hear your excellent talk on Sunday morning.

Thanking you for this favor, I am

Very sincerely yours,

Frances W. Miles

Patricia Weedman
Farmer City, Illinois
April 5, 1965

Dear Paul,

A week ago yesterday I enjoyed sitting across the table from you in the Bali Restaurant, when we were guests of the Davidsons, and hearing you talk. My sister, Frances Miles, and I have spoken of "your day" several times since it occurred.

May I encroach upon your time and energy to ask a favor. I am to give a program for a club of which I am member on april 20th. I am scheduled to present a book review. However, I think I shall talk about one or two Negro friends I acquired in Florida, and Mr. Whitney Young. You gave such a marvelous sketch of him when I asked you about him that I wonder whether you would write one of him and send it to me, please. I think it would be delightful and stimulating to include him with the others I have chosen.

I shall include an envelope for your convenience in replying.

Long may your understanding and tolerance and kindliness increase and broaden, and warm the hearts of others.

Sincerely,
Patricia Weedman

GREY ADVERTISING, INC.
777 THIRD AVENUE, NEW YORK, N. Y. 10017

April 14, 1965

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

Enclosed are the enlargement prints of the Vine Street Project. Hope you are able to use them.

Sincerely,

mike

Michael Wollman
Vice President
Associate Head Art Director

MW:dds

April 19, 1965

Mr. Michael Wollman
Vice President
Associate Head Art Director
Grey Advertising, Inc.
777 Third Avenue
New York, New York

Dear Mike:

The pictures are great. Al Ulmer is in Mississippi, but I am sure he will be enthusiastic about them. Many thanks.

Best to all.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

MA
VA
MM

April 21, 1965

Paul Anthony
Director of Field Activities
Southern Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

I am writing to thank you for your letter of April 5 and for the materials and information sent to us by Mrs. Montez Albright. I know we will find these publications a useful addition to our growing library of materials on school desegregation.

You mentioned the SRC publication, "Transition Without Tragedy," in your letter. We have several copies of this on hand from the supply that you sent to Mr. Seeley.

Again, I thank you and your staff for meeting our requests, and I hope your organization will continue to send us relevant materials, as they become available, for use in our Program. If we in turn can be of any assistance to you, please do not hesitate to write to us.

Sincerely yours,

Kenneth J. Neubeck
Materials and Research Branch
Equal Educational Opportunities
Program

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON, D.C. 20425

April 22, 1965

Dr. Fred Likely
Clinical Psychologist
618 E. South Street
Orlando, Florida

Dear Dr. Likely:

I want to thank you for your letter of March 22 and I do remember speaking with you after our meeting at the Unitarian Church.

The program you have outlined appears most dynamic and I am sure it will be a worthwhile event for the participants.

After a great deal of thought I recalled that it will be impossible for me to participate for one basic reason: I could never get Federal authorization to spend five days at such a conference and, quite frankly, do not wish to take vacation time with my family speaking about that which is forever the subject of our conversation, instead of being on the beach.

I have talked with a number of people here in the Commission and cannot seem to stir any of them to take my place. However, I suggest that you contact one or both of the following people:

Mr. Frederick Routh
Executive Director
NAIRO
2027 Massachusetts Ave., N.W.
Washington, D.C.

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta,
Georgia

I do thank you for your invitation and hope to have the opportunity of speaking with you again some time in the future.

Sincerely,

Louis L. Mitchell, Jr.

Louis L. Mitchell, Jr.
Southern Field Representative

April 28, 1965

Mr. F. Peter Libassi
U. S. Commission on Civil Rights
Washington, D. C.

Dear Pete:

The enclosed letter from an attorney in Panama City, Florida, will inform you of the plight of a young couple now teaching in Gulf County. The couple was asked to leave St. Augustine last year because of similar interests and activities. I gather the dismissal because of teaching in a privately sponsored tutorial program was sort of the last straw for the school superintendent and an immediate issue on which he could explain his actions.

You will notice the attorney seems to confuse somewhat Ed Lewis's role as Director of the Florida Council and that of a member of the state advisory committee. But, would you react to his suggestions related to the Commission? Would you also pass this on to the Office of Education for their information in whatever dealings they are having with the Gulf County school system?

The most immediate need seems to be finding these people a job. We'll be about that, though a teaching job won't be easy after two years of this pattern and the kinds of recommendations which will undoubtedly be given.

Many thanks.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

cc: Mr. Edwyn E. Lewis

April 28, 1965

Mr. George Moneyhun
The Christian Science Monitor
One Norway Street
Boston, Mass.

Dear Mr. Moneyhun:

Under separate cover we are sending you the requested publications, plus several others that may be of interest. Thank you for the $3.00; there is no additional charge. Shall we add you to our mailing list at your Boston address, or wait until you move to Atlanta?

The areas of interest for the proposed articles are vital ones and we are delighted the Christian Science Monitor is interested. If we can be of any possible help, please let us know.

Needless to say we are pleased to know you have done a feature story on SRC and look forward to reading it.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

The Christian Science Monitor
AN INTERNATIONAL DAILY NEWSPAPER
Published by The Christian Science Publishing Society
One Norway Street, Boston, Massachusetts 02115

EDITORIAL DEPARTMENT

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MM

April 22, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

I would like to thank you for the assistance you gave me during my recent trip to Atlanta. I have written a feature story on SRC and will send you a copy when it is published.

We at the Monitor are planning an extensive series of articles dealing with the civil-rights problems of the South. In the past we have backed the Negro movement and plan to continue this policy in the future. However, we are hoping to delve much deeper into the situation. As you are well aware, there is much more to the plight of the South than at first meets the eye.

In the months ahead we hope to probe into economic and educational aspects of the Negro problem. We hope to find what effects the federal government's anti-poverty program is having on the southern Negro. We want to learn how the recently passed Education Bill is going to affect the South. And we want to know what, if any, kinds of programs are needed to raise the Negro's cultural and social status.

In short, we want to get to the heart of the problem, and if possible, to offer a positive, constructive solution. Any help you can give us will be greatly appreciated. I am enclosing a list of some of SRC's publications which should prove helpful. If there are other more recent ones pertinent to the problem, please send them along; I will be happy to reimburse you for them.

Thank you, again, for your assistance.

Yours truly,

George Moneyhun

George Moneyhun

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON, D.C. 20425

April 28, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Paul:

Thank you very much for directing me to Mrs. Pauley whose assistance I found to be quite valuable. I regret having missed you during my visit to your office on Friday, but I am hopeful of returning sometime soon.

With every good wish, I am

Sincerely yours,

Gil

Gilbert Ware
Senior Program Analyst
Federal Programs Division

ANYTOWN USA, INC.

3663 WILSHIRE BOULEVARD, LOS ANGELES, CALIFORNIA 90005

April 28, 1965

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Southern Regional Council
5 Forsyth Street N.W.
Atlanta, Georgia 30303

Gentlemen:

For the past fourteen years ANYTOWN USA has given leadership training to high school students in the Los Angeles area in the art of living together with people of different racial and religious backgrounds in our society.

I would like to extend an invitation through you to ten people of high school age from the Southern states to attend the ANYTOWN Workshop of 1965, June 19-26, and to spend an additional two weeks in the Los Angeles area as guests of the students of ANYTOWN and their families.

We would like these young people to be selected from those entering grades 11 and 12 this coming fall. We would prefer to have you include boys and girls, white and negro students in the group.

We will take complete care of the young people from their arrival in to their departure from Los Angeles.

Please let me have your reaction to this suggestion as soon as possible.

Very truly yours,

Rabbi Alfred Wolf

AW:bt

P.S. I was a member of the Southern Regional Council when I lived in Alabama in the 1940's. If you accept non-residents of the South as members, will you please send me an applicaion blank.

ANYTOWN, USA Incorporated AND HOW IT GREW

ANYTOWN, USA got its start fifteen years ago, in the period just following World War II. Social morale had fallen to a low ebb in the high school age group of the Los Angeles area. The ebb had gone especially low in areas where poverty and its associated ills--family mobility, sub-standard housing, chronic unemployment and interracial confrontation--produced acute neighborhood stress. Teenage boys and girls resorted to various patterns of escape including abnormal status-seeking behavior, sexual promiscuity, racially segregated groupings, gang warfare, and becoming dropouts. These social patterns often led to overt hostilities across racial and cultural lines.

So disturbing had this situation become for the public secondary schools, that the Los Angeles County Superintendent of Schools, Dr. C.C. Trillingham, and the Los Angeles City Superintendent of Schools, Dr. A.J. Stoddard, jointly sought help from the community outside the schools. Dr. Stewart G. Cole, a specialist in interracial and intercultural education, was asked to help. He began by involving high school teenagers in weekend conferences. Workshop and committee procedures were soon working well--effectively applied to teenagers.

Success in the initial weekend conference work encouraged the two superintendents to take a second step. They had one hundred boys and girls selected to participate in an experimental, week-long, summer workshop. Selection was based on leadership position and leadership potential in either scholastic or "gang" activities. The Thesis was that a contagion of democratic human relations

engendered among the participants in workshop groups composed in this manner, would have a pronounced beneficial carryover into the social climate of the schools to which the students would be returning.

Out of successful experience with this small endeavor, Dr. Cole formulated an educational project for strengthening human ties regardless of social position and recommended it to the superintendents. In agreement with their high school principals, they endorsed the project now known as ANYTOWN, USA.

After ANYTOWN, USA was incorporated as a non-profit educational organization in the State of California, a carefully selected staff of professional youth leaders began experimenting with a wide range of educational and social methods for the deepening of the democratic impulse, for eliminating prejudice and discrimination among youth, and for building good, participating citizenship on a local, state-wide and national scale.

The annual program uses a one-week workshop at Idyllwild in early summer, serving approximately 180 youth, as a springboard for a wide variety of activities that the boys and girls follow throughout the ensuing year. The year-around program is carried on through a Town Council which meets monthly, with a Mayor presiding. This teenage organization carries out a balanced program of service projects, additional learning, and social get-togethers. A monthly, "The Anytowner", discusses these activities and other possibilities for youth service.

In recognition of the importance of the ANYTOWN, USA in 1964, the Los Angeles County Commission of Human Relations not only endorsed the program

but agreed to extend full cooperation to the year-around activities.

Among the ANYTOWN activities during the year, are the following: Youth-serving-youth at Los Angeles County rehabilitation farms for boys and girls in trouble with the law or suffering emotional problems and housed in psychiatric institutions; sharing folk music festivals to increase their understanding and appreciation of the musical values inherent in the American tradition; visits to various religious centers where, receiving explanatory services, they become better acquainted with their neighbors' faiths; monthly meetings where Anytowners engage in discussions with specialists in the field of human relations or with those engaged in making America a better place to live and so view realistically, the nature of the problems that thwart democracy in America.

During ANYTOWN's nearly fifteen years, hundreds of Southern California families have felt strongly the impact of the program in helping their boys and girls acquire sound values and choose high lifetime goals. Today, the older alumni of ANYTOWN are professional men and women, scattered across the continent and occupying positions of responsibility in Government, industry, education, social work and other fields of American leadership. A number have participated in American Friends' Service projects and the Peace Corps.

OBJECTIVES OF ANYTOWN, USA

The objectives of ANYTOWN, USA are: to develop a pace-setting program of social action with boys and girls of every racial, religious, national and socio-economic background in order to arrest chauvinistic motivations, divisive behavior, and youth delinquency; replacing them with wholesome desires, purposes, attitudes and values; to seek opportunities for service to peer groups in school, church and community, thus inspiring the maturation of youthful citizens in democratic society.

More precisely, the following aims characterize the program:

1) To introduce these objectives through a dynamic annual week-long workshop offering diverse media of programming so that every Anytowner will share experiences of genuine mental and social well-being throughout every hour of his waking life. This workshop, under the leadership of a staff schooled in group work, social work, education and religious education, provides preventive therapy for adolescents who need desperately to learn how to cope with human relations' enigmas of a technological and pluralistic society of local, regional and world proportions.

2) To give increasing consideration to the specific needs of youth who are losing their way in society, without neglecting the special contributions to good citizenship of boys and girls who are more favorably related to school, church and community. Experience has shown that, helping youth of both backgrounds master their respective kinds of personal shortcomings, the resulting elements of

contagious leadership will spread to countless other boys and girls in school, church and community.

3) To invite a favorable social atmosphere in the American community for face-to-face youth relations involving ingroup-outgroup associations which frankly take account of the impact of ethnic differences upon adolescents and thus to assist learning of ways to deal responsibly with them and to capitalize upon basic similiarities of human beings and accent them so that they become dominant factors in youth behavior.

4) To afford each individual an opportunity to improve his capacities for social sensitivity, empathetic relationships and personal reflections, and thus to acquire a considered meaningfulness of the good life in peer relations on a community-wide scale.

5) To foster meetings among the parents of Anytowners and enlist their support and leadership in integrating the cultural resources of parents, teachers, clergy, police and social workers in order to create an effective community climate in which youth may grow into responsible citizenship.

RESULTS OF THE ANYTOWN WORKSHOP EXPERIENCE

ANYTOWN, USA helps in many different ways. Young people, easily discouraged in their lives, get a rechanneling of their energies. Instead of becoming school dropouts, they are interested in doing something about their scholastic records.

> Tony, who had stolen a car and was apprehended soon thereafter, was accepted in the workshop by the directors. There he caught the enthusiasm of purposeful youth, decided to enter college, made all A grades in his final high school years, and went on to a successful college career.

Instead of being concerned only about hte next party, they want to take part in community betterment. ANYTOWN young people have spent many hours meeting with boys and girls at Rehabilitation Camps, providing entertainment and companionship--showing that they care! The County Probation Office has opened its doors to Anytowners for any spare weekend moments they are able to give.

Many of the young people have returned from ANYTOWN with additional leadership skills and understanding and have put them to work in their schools and neighborhood organizations. Several have helped organize and present workshops in human relations for their schools. Others have actively participated in registration of voters in their own and each others' neighborhoods.

Jane, a product of an "upper class" family and a private school, discovered at the workshop, the snobbishness of much of her upbringing, determined to set her own course in human relations, and became Vice-Mayor of ANYTOWN, by popular election.

In less dramatic ways, the workshop experience has helped young people take their rightful share of responsibility in the home. Any number of parents are happily surprised when their teenagers suddenly decide to help with the dishes or prepare a meal or assist in other family chores.

For some young people, a profound personal change in values and attitudes takes place.

Jim, a Negro boy, awakened his Caucasian buddy in the middle of the night to talk about the ANYTOWN program and how it was affecting him. He spoke freely of his experiences of racial hostility. The talk concluded with Jim taking his switch-blade knife from under his pillow and throwing it away, confiding to his friend that he had thought he "might need it up here."

Jose, leader of a street gang, expelled from high school and in trouble with the police, found a different following for himself at ANYTOWN, USA. With his talent as singer and guitarist and his acceptance as a person, he found that he had been the one "out of step." He sought help from his counselor to "get back into high school. I want to go straight; gangs are not good and I am through with them."

ORGANIZATION

ANYTOWN, USA is a California non-profit corporation and functions under a volunteer Board of Directors. These men and women are responsible community leaders, drawn from almost every sector of the Los Angeles area community. There are:

Rabbi Alfred Wolf
President - Anytown Board of Dir.
Wilshire Boulevard Temple

Ivan J. Houston
Vice-President- Anytown Board of Dir.
Vice-President Golden State Mutual Life Ins. Co.

Arthur F. Gardner
Secretary - Anytown Board of Dir.
Chairman, L.A. City Board of Educa.

John C. Cosgrove
Treasurer - Anytown Board of Dir.
President, Marsh McLennon

J. Robert Arkush
Past President of National Federation of Temple Brotherhoods

Walter Hilborn
Past President, Los Angeles Chapter American Jewish Comm.

John A. Buggs
Executive Director
Los Angeles County Comm. on Human Relations

Mrs. Joyce Jacubowsky
Ex-Officio Anytown Board of Dir.
National Officer American Assoc. United Nations
Chairman Youth Services, L.A. County Comm. Human Relations

Very Rev. Chas. S. J. Casassa
President of Loyola University of L.A.

Tobias Kotzin
President, A-1 Manufacturing Co.
Board Member-Wilshire Boulevard Temple

Mrs. Joan Christie
Anytown Director
Ex-Officio Anytown Board of Dir.

Mrs. Mervyn Leroy (Kitty)
Community Leader

Dr. Stewart G. Cole
Founder of ANYTOWN, USA
Human Relations Consultant

Rev. Harry A. McKnight
Executive Secretary, L.A. Church Fed.

Hon. Richard F. C. Hayden
Judge Superior Court

Charles Mackintosh
Consulting Construction Engineer

Kay Nakagiri
Member Technical Staff, Lockheed Aircraft
Japanese-American Comm. Leader

Dr. C. C. Trillingham
Superintendent, L.A. County Supt. of Schools

Hon. Ralph Nutter
Judge, Superior Court
City Court House

James M. Woods
Pres., Woods Construction Co.

Paul Reimer
Board Member - L.A. Church Fed.

Joseph Roos
Executive Director, Community Relations
Committee Jewish Federation

Hon. Leopoldo G. Sanchez
Judge, Municipal Court

Ruth Patricia Short
Regional Director, State Dept.
Mental Health

Jack Skirball
President Advisory Board,
Hebrew Union College
Jewish Inst. Religion
L.A. School

Mrs. Robert Syer (Sally)
Community Leader

Stewart Cole, founder of ANYTOWN, USA, and Julius Klein, Community Consultant for County Commission on Human Relations serve as consultants to the ANYTOWN staff.

Joan Christie, Director for ANYTOWN, has co-directed the workshop for four years and has been affiliated with the program for nine years. She has many years of youth work experience in Girl Scouts, and as a youth conference consultant. She is currently Supervisor of Employment at the System Development Corporation, Santa Monica.

The workshop staff members, like the participants, are chosen carefully so that many and diverse backgrounds are represented. The men and women of the senior staff are people engaged full time in service to youth, many of whom devote part of their vacation to lead the ANYTOWN workshop. As professional people from the fields of education, religion, recreation, probation and agency group work, they are the major bridge from the ANYTOWN program to those other activities in the community which most vitally affect our young people. They help shape the workshop program and influence the climate of acceptance through the demonstration of their own attitudes.

Co-director Ernie White, Director of School Camping for Los Angeles City Schools, has been with ANYTOWN almost since its beginning. Program Co-director, Opal Jones, Executive Director of Avalon-Carver Community Center, provides the dynamic leadership for the program and assists in training the staff. Bob Scoles, Program Co-director, is Vice-Principal in the Bellflower Schools and has conducted Junior Life Guard Programs for many summers.

The Chaplains represent some of the major faiths: Father George Carroll of the Catholic faith is a teacher at Loyola High School. Rabbi Leonard Helman from Temple Beth El is active in the San Pedro community. Reverend Arthur Takemoto is a Buddhist priest and also a teacher in the Public Schools. Reverend Dan Towler, in addition to being a member of the Protestant clergy from Pasadena, has also served on the County Commission of Human Relations and is a member of the Educational Committee.

The junior workshop staff members are most often college students who have participated in the ANYTOWN Leadership Workshop and are interested in both sharing their experience and in testing their leadership skills in a familiar surrounding.

COMMUNITY ENDORSEMENTS of ANYTOWN

"ANYTOWN offers to young people the most important kind of education for today's world: an opportunity to lose the fears and antipathies they hold based upon racial, religious and nationality differences through a living and learning experience." - John A Buggs, Executive Secretary, Commission on Human Relations, Los Angeles County ... "ANYTOWN, USA has proven its power to develop under standing in the group most important in our society's future--the teenagers of our high schools and colleges." - Arthur F. Gardner, Chairman of Los Angeles City Board of Education ... "ANYTOWN, USA is Los Angeles in miniature and a week spent there will help equip our youth to meet the challenges of today's urban society." Harry A. McKnight, Executive Secretary, Los Angeles Council of Churches.... "Many students who have attended ANYTOWN have returned to their homes with an increased awareness of their role in our democratic society and of their responsibilities to their parents." - Sam Hamerman, Administrator, Office of Urban Affairs, Los Angeles City Schools... "You help the idea of brotherhood to become a working reality". - Henry A. Talbert, Executive Director, Los Angeles Regional Office, Urban Leage... "They learn some of the most important rudiments of our democratic heritage." - Margaret McKee, Vice-Principal, Washington High School ... "I was genuinely moved by everything I witnessed at the workshop." - Julius N. Klein, Consultant, County Commission on Human Relations ... "It has a potent force in the education of our youth." - Edwin A Sanders, Executive Secretary, American Friends Service Committee ... "Our students have found the experience stimulating and extremely valuable." - Arthur N. Farnham, Principal, San Pedro High School ... "I am thoroughly convinced that the program offered by ANYTOWN, USA is deserving of support and encouragement . . . it gives the boy and girl the chance to help themselves." - William B. McKesson, Former District Attorney, Los Angeles County ... "I wish to take this opportunity to tell you what fine reports I have had from many young people on your programs given at ANYTOWN, USA. Have talked personally to a great many young people who have attended and, without exception, they have told me that they regard their experiences as the finest they have ever had . . . you have a unique program which captures the imagination of young people and gives them an understanding of what our Constitution really means." - Karl Holton, Youth Opportunities Board.... "We of the Commission have long recognized the dynamic impact the ANYTOWN experience makes on the lives of so many young people representing all the ethnic groups of our cosmopolitan population." - Rabbi Alfred Wolf, Chairman Los Angeles County Commission, Human Relations.... "I have heard glowing reports about the work offered by ANYTOWN, USA. I wish to take this occasion to commend you for the contribution you are making to the future of our community and the country." - William R. Burke, Past National Commander, American Legion ... "ANYTOWN, USA provides excellent opportunities to find real purposes in their daily lives." - C. C. Trillingham, Superintendent of Schools, Los Angeles County... "ANYTOWN, USA offers a wonderful opportunity for sharing religious experiences and creating bridges of understanding." - Rabbi Leonard A. Helman, Temple Beth-El, San Pedro... "ANYTOWN, USA opens up new avenues of thinking and enables our young citizens to work harmoniously with people of all faiths." -Rev. Arthur Takemoto, Buddhist Priest... "ANYTOWN, USA provides an opportunity for youth to creatively discover and share the best of our common humanity. I endorse it wholeheartedly." - Rev. Dan Towler, Lincoln Avenue Methodist Church, Pasadena.

ANYTOWNERS' COMMENTS

"I (a Negro) acquired something in one week which takes some people a lifetime." (Tom Randall) ... "ANYTOWN, USA takes me closer to maturity. Its greatness speaks for itself." (Paul Oquist) ... "I spent the most enlightening week of my life at ANYTOWN, USA." (Terry Bryan)... "How can one person thank ANYTOWN, USA for so much?" (Phyllis Stockenberg)..."The priceless friendships I've made". (Paul Vrenesic) ... "A great feeling to know that you are wanted." (Kenneth Scates) ..."We live with ourselves as well as with others." (Mike Hecht) ... "Hooray! I am assigned to Nigeria with the Peace Corps." (Martin Wong) ... "At ANYTOWN, USA I have really seen democracy at work." (Linda Felix)... "Basic purpose is to make boys and girls think." (Ricky Pyeatt) ... "Experiences more valuable than any others I have had." (Victor Quan) ... "Gave me new ideas about life, God and myself." (Melna Westerman) ... "When ANYTOWN's purpose is fulfilled, America will accelerate at tremendous speed and the world will survive". (John Alston) ..."It's really impressive that all these people from such different backgrounds can get together in friendliness and express themselves on all the problems teenagers have." (Larry Ramirez) ... "At ANYTOWN we had one thing at least in common: we all wanted to make the world a better place for all to live in. ANYTOWN is the voice of tomorrow. A peaceful tomorrow." (Nathan Zakheim).

ANYTOWNERS' PARENTS' COMMENTS

"My daughter has changed into a warmer, more outgoing person." ... My boy acquired a spirit of enthusiasm for the resources of all Americans." ..."The most wonderful experience my girl ever had." ... "My boy is overcoming many of his prejudices." ... "I have never found her emotionally so exhilarated." ... "I'm impressed by the change in my daughter in so short a time." ... "One of the values he acquired is getting along better with his younger brother." ... "Words are too ineffectual." ... "From the light in my girl's eyes on her return, it must be quite a wonderful place for youth." ... "Our two boys and girl acquired experiences in the best traditions of democracy." ... "Discussion and question periods were as much fun for him as parties and dances." ... "Our daughter said, 'It's like being reborn into a world free of prejudice and discrimination.'" ... "ANYTOWN could teach us of the older generation the true meaning of Americanism."

ANYTOWN WORKSHOP PROGRAM FOR 1964

"To Help Build A Better World" - our Theme for 1964

Saturday, June 20, 1964	A "town meeting" with a purpose A "town meeting" with questions and answers A "town meeting" with youth
Sunday, June 21, 1964	Platform Speaker: Rev. Dan Towler

"To Help Build A Better World ... But, what about Automation?

Monday, June 22, 1964	Platform Speaker: Dr. Lee Christie System Development Corporation

"To Help Build A Better World" ... But What About Housing?

Tuesday, June 23, 1964	Platform Speaker: Mr. Clarence Johnson Intergroup Relations Chief Federal Housing Administration

"To Help Build A Better World .. with Religion

Wednesday, June 24, 1964	In Charge: Rabbi Alfred Wolfe Wilshire Boulevard Temple County Commission on Human Relations Chairman, Youth Service Committee

"To Help Build A Better World" ... through Education

Thursday, June 25, 1964	Panel Presentation: Educators on Workshop Staff

"To Help Build a Better World" with Community Relations

Friday, June 26, 1964	Platform Speakers: Staff from County Commission on Human Relations

"How To Take ANYTOWN Into The Community"
Saturday, June 27, 1964

MORNING DISCUSSION PROBLEM SOLVING GROUPS

After the Morning Presentation, you will go to small problem solving groups.

Take this opportunity to: think through the problem
discuss it in detail
figure out a solution

We have decided that - "to talk is not enough -

We need to consider these questions:

1. What are the facts about this subject?
2. What did the speaker say today?
3. What is the extent of the problem under consideration?
4. What are the strengths?
5. Can teen age youth be effective in helping with the problem?
6. How much do teen age youth know and care?
7. What is the problem?
8. Why is the problem?
9. What can be done about it?
10. Who can do it?

AFTERNOON DISCUSSION - DYNAMICS OF LEADERSHIP

Session One: The Anatomy of a Group

- What is the difference between a collection of individuals and a group?
- How can a new group get off to a good start?

Session Two: Individual Motivation and Behavior

- Why do people join groups?
- Why do some group members dominate or block group action?

Session Three: Diagnosing Group Operations

- What causes conflict to arise in a group?
- How do you identify symptoms of group problems?

Session Four: Sharing the Leadership

- How does leadership arise in a group?
- What makes up the concept called "leadership"?
- How are group membership and leadership related?

Session Five: Roadblocks to Communication

- Why do people misunderstand a message that is perfectly clear to you?
- Why is it so hard for some people to listen?
- What can be done to develop better communication in a group?

ANYTOWN WORKSHOP TYPICAL DAILY SCHEDULE

6:45 AM	Rise and Shine
7:30	Breakfast
8:30	Precinct Meetings a) Return Blankets b) Clean Cabins and Grounds
9:30	General Assembly - Recreation Hall
10:00	Discussion Groups
11:30	Lunch
12:30 PM	Rest Hour
1:30	Dynamics of Leadership
2:00	Discussion
3:30	Recreation, Volleyball, Swimming, Ping Pong
5:30	Dinner
6:30	Flag Lowering Free Time
7:30	Evening Program
9:00	Circle Sing
10:00	Lights Out

April 29

Dear Mr. Anthony,

Please excuse my delay in writing and thanking you for the material which you forwarded to me. I was hoping to have read it during the vacation but I a country boy in a big city, New York, and I got caught up in the busy life. However I have the material at my finger tips and will have it read very soon but I didn't want to put off writing you any longer. By the time we leave the material will have been well circulated because there are many here who are interested in it.

I particularly thank you for referring me to Mr. John Sisson. He has already contacted me and, in turn, referred me to Dr. Boyd in Pensacola. Thanks to your effort I hope to spend a profitable summer and will work to the extent that my Ordinary will allow me. Thanking you again, I remain

Yours in Christ,

Warren Walker

May 3, 1965

Mr. Gilbert Ware
Senior Program Analyst
Federal Programs Division
U. S. Commission on Civil Rights
Washington, D. C.

Dear Gil:

I too am very sorry we had so little time together. Hope we can get together again soon.

Luck on the employment investigation. We need it.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 4, 1965

Mr. Warren Walker
Mt. St. May's Seminary
Emmitsburg, Md.

Dear Mr. Walker:

Glad we could be of some help.

Should you have the opportunity on your way home this summer, we would be pleased to have you drop by for a visit.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Misc.

May 5, 1965

Mrs. Belvie Rooks
United Planning Organization
Field Office
1000 You Street, N.W.
Washington, D. C. 20001

Dear Mrs. Rooks:

Paul Anthony has asked me to send you the enclosed information on rent strikes gathered by our research department, and to give you his very best regards.

Sincerely,

Marge Manderson

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

May 5, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

I am writing to request some information on the Southern Regional Council publication, "Transition Without Tragedy". We would like to refer to this publication in a bibliography on school desegregation we are contemplating and wonder just how available it would be to interested persons. How many copies have been distributed since its publication, and in primarily which geographical areas? Would libraries in Southern cities and universities be likely to have a copy? Is your supply limited, or may we say in our bibliography that copies may be obtained at no charge from SRC?

Our bibliography would be distributed to perhaps several thousand persons who returned our postcard requesting lists of informational materials on school desegration.

Thank you for your kind attention to my inquiry.

Sincerely,

Kenneth J. Neubeck

Kenneth J. Neubeck
Research Assistant
Equal Educational Opportunities Program

May 7, 1965

Mr. Grover C. Bagby
Associate General Secretary
General Board of Christian Social Concerns
of the Methodist Church
100 Maryland Avenue, N. E.
Washington, D. C.

Dear Mr. Bagby:

Mr. Dunbar has asked me to respond to your letter informing us of the listing of SRC in your recent leaflet.

We are pleased that you included us in this and shall make every effort to respond to any inquiries or requests that come from it. And, be assured, we shall try to respond more promptly than I have in this instance!

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Misc.

May 10, 1965

Mr. Malcolm P. Calhoun
Division of Christian Action
Board of Christian Education
Predbyterian Church, U.S.
Presbyterian Building
8 North Sixth Street
Richmond, Virginia

Dear Malcolm:

Enclosed is a copy of the Director's Report of the Southern Regional Council for the year past. We will be happy to send additional copies if you have need of them.

The past year, as you know, has seen a great increase in the activities of various church groups in race relations in the South. I know you must take some satisfaction in the pioneer role you and the Board of Christian Education have long taken in this area.

Please know that we are deeply grateful for your support and value highly your friendship.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

May 10, 1965

Mr. Thomas J. Van Loon
Executive Secretary
Board of Education of the
Methodist Church
P. O. Box 871
Nashville, Tennessee

Dear Mr. Van Loon:

Enclosed is a copy of the Director's Report of the Southern Regional Council for the year past. We will be happy to send additional copies if you have need of them.

The past year, as you know, has seen a great increase in the activities of various church groups in race relations in the South. I know you must take some satisfaction in the pioneer role you and the Board of Education have long taken in this area.

Please know that we are deeply grateful for your support and value highly your friendship.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

May 10, 1965

Mrs. Marguerite Hawkins
Assistant Treasurer
Department of Work in Home Field
Woman's Division of Christian Service
The Methodist Church
475 Riverside Drive
New York, New York

Dear Mrs. Hawkins:

Enclosed is a copy of the Director's Report of the Southern Regional Council for the year past. We will be happy to send additional copies if you have need of them.

The past year, as you know, has seen a great increase in the activities of various church groups in race relations in the South. I know you must take some satisfaction in the pioneer role you and the Woman's Division of Christian Service have long taken in this area.

Please know that we are deeply grateful for your support and value highly your friendship.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

May 10, 1965

Dr. W. Vernon Middleton
Executive Secretary
Division of National Missions of
The Board of Missions of the Methodist Church
1701 Arch Street
Philadelphia, Pennsylvania

Dear Dr. Middleton:

Enclosed is a copy of the Director's Report of the Southern Regional Council for the year past. We will be happy to send additional copies if you have need of them.

The past year, as you know, has been a great increase in the activities of various church groups in race relations in the South. I know you must take some satisfaction in the pioneer role you and the Division of National Missions have long taken in this area.

Please know that we are deeply grateful for your support and value highly your friendship.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 10, 1965

The Rev. Arthur E. Walmsley
Executive Secretary
Division of Christian Citizenship
The Protestant Episcopal Church in the USA
815 Second Avenue
New York, New York

Dear Arthur:

Enclosed is a copy of the Director's Report of the Southern Regional Council for the year past. We will be happy to send additional copies if you have need of them.

The past year, as you know, has seen a great increase in the activities of various church groups in race relations in the South. I know you must take some satisfaction in the pioneer role you and The Episcopal Church have long taken in this area.

Please know that we are deeply grateful for your support and value highly your friendship.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

May 10, 1965

Mr. Archibald K. Stewart
Board of National Missions,
United Presbyterian Church, USA
475 Riverside Drive
New York, New York

Dear Mr. Stewart:

Enclosed is a copy of the Director's Report of the Southern Regional Council for the year past. We will be happy to send additional copies if you have need of them.

The past year, as you know, has seen a great increase in the activities of various church groups in race relations in the South. I know you must take some satisfaction in the pioneer role you and the Board of National Missions have long taken in this area.

Please know that we are deeply grateful for your support and value highly your friendship.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

Misc

May 11, 1965

Dr. Kenneth B. Clark
Department of Psychology
City College
New York, New York

Dear Ken:

Do you have an extra copy available of your paperrread before the American Psychiatric Association meeting, reported in the Times of May 5?

It's been too many years since we've seen you. Why don't you ever come South for at least a visit?

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

LWD

students for a democratic society

student department of the LEAGUE FOR INDUSTRIAL DEMOCRACY

119 FIFTH AVENUE, ROOM 302, NEW YORK, NEW YORK 10003 / AL 4-2176

Paul Potter, President

Vernon Grizzard, Vice President

C. Clark Kissinger, National Secretary

Rennie Davis, Director
Economic Research and Action Project

Paul Booth, Director
Peace Research and Education Project

May 12, 1965

PAV

Dear SDSer:

The 1964-65 school year has been the most exciting in the history of our organization. Looking back now we can be justly proud of the record we have made: Throughout the year we have maintained seven community organizing projects with a full-time staff of over fifty. We participated in and organized national support for the Berkeley Free Speech Movement. We initiated a program attacking private American investment in the Union of South Africa culminating in a massive demonstration before the Chase Manhatten Bank in New York's financial district (44 arrested). We have continued to expand SDS's publications program to where we now distribute over 75 pamphlets, many upgraded from mimeographed to printed form. The continued and expanded war now being conducted by our government in Vietnam has presented us with our generation's greatest challenge, and our response was initiated by our March on Washington of 25,000 people in April. Finally, this year has been a year of impressive growth and maturation for our organization--in addition to doubling our membership, the number of organized SDS chapters has grown from 28 to 70!

But if the year has been impressive, this summer's program is more exciting yet. The community organizing program of the Economic Research and Action Project will be utilizing 400 student organizers in 13 projects scattered from Boston to San Francisco, building an alternative to dispair among the disenfranchised of the Great Society. In addition there will be projects with full-time staff experimenting in community organization against the war in Vietnam, researching problems in foreign policy, and investigating the issue of university reform and the possibility of the establishment of a Free University.

At this juncture between the school year program and the summer program comes our National Convention. This Convention will undoubtedly prove to be our most exciting and inspiring because the problems with which we must grapple are those growing out of a real program rather than sterile theory. The heart of the Convention will be small group workshops devoted to the University as an Agent of Social Change, Political Strategy, Democracy and Organizational Structure, Foreign Policy, Cultural Change and Social Change, Basic Values, and Economic Change and Political Change. As usual, all SDS members are urged to attend and help shape the organizations basic outlook and program. The Convention will be located in the general vacinity of Chicago in the second week of June.

One of the side effects of our national growth has been the necessity to locate the National Office more centrally in Chicago. Our new address is 1103 East 63rd Street, Chicago, Illinois. Our new quarters are a 12-room office located in the Woodlawn ghetto just south of the University of Chicago campus. Within the next month we expect to open regional offices in Boston, New York, and San Francisco.

Of course, all of our programs cost money. You can do your part in the following way: 1) If you have not paid your dues this year ($1/semester or $2/yr), please do so at once. We always hate to loose a member, but unless you pay your dues, sooner or later you get dropped from the mailing list. Also, only paid-up members can vote at the Convention or be counted for the purpose of determining the number of delegates a chapter gets. (2) You can send us a contribution , or better yetmake a monthly pledge. The student movement is your movement, and is worth of your support. Both in America and all over the world it is young people such as ourselves who constitute the major force for basic social change. And every dollar makes some small advance possible.

Finally, we need to know where you are and where you're going to be. If the address on this letter was incorrect, let us know. Use the form below to give us your summer and your fall address if you know it. You will, of course, receive no mail from us unless we know your address.

PLEASE take the time NOW to fill out the form and return it to us--otherwise it will become lost in the clutter on your desk. Your contribution of a stamp and envelope is gratefully acknowledged!

Come, and let us together build a new world . . .

In fraternity,

Clark

C. Clark Kissinger
National Secretary

fill out and return to SDS, 1103 E. 63rd St., Chicago 37, Ill.:

I enclose $_____ in dues for the year/semester_____. I enclose $____ contribution, and/or a monthly pledge of $_____.

_____ I expect to attend the National Convention. Please send me more information.

_____I would like to participate in a SDS summer program. ___community ____peace ___University reform

Name_____

Address__(Summer)_____

Fall Address_____

PROPOSED CONSTITUTIONAL AMENDMENTS. The SDS Constitution may be amended by a two-thirds vote of the Convention. The amendment becomes effective immediately if it has been distributed to the membership at least a month before the Convention.

I. The last sentence of the Preamble to the Constitution shall be changed from "It (SDS) feels the urgency to put forth a radical, democratic program counterposed to authoritarian movements both of Communism and the domestic right." to "It feels the urgency to put forth a radical, democratic program whose methods embody the democratic vision."

II. Article III, Section 2, which reads "S.D.S. is an organization of democrats. It is civil libertarian in its treatment of those with whom it disagrees, but clear in its opposition to any totalitarian principle as a basis for government or social organization. Advocates or apologists for such a principle are not eligible for membership." shall be changed to read: "S.D.S. is an organization of and for democrats. It is civil libertarian in its treatment of those with whom it disagrees, but is clear in its opposition to any anti-democratic principle as a basis for governmental, social, or political organization."

III. Article III, Section 3, which reads "Dues. There shall be a national initiation of one dollar, supplemented by periodic dues, the amount and period of which shall be determined by the National Council." shall be changed to read: "Dues. The amount and period of national dues shall be determined by the National Council."

IV. The first sentence of Article VI, Section 1, which reads: "The National Council shall be composed of (1) one representative elected from each chapter, except that chapters with more than twenty-five members shall have two representatives; (2) ..." shall be changed to read: "The National Council shall be composed of (1) one representative from each chapter for each twenty-five members in that chapter; (2) ..."

V. Article XI, Section 3, which reads "All material sent out in the name of the organization shall have the approval of a majority of the National Council and shall have been submitted to all of the NC members." shall be changed to read: "All statements of organizational policy shall have the approval of the National Council."

Proposed amendments I, II, III, and V are being submitted by Clark Kissinger, National Secretary. Proposed amendment IV is being submitted by Pete Orris of the Harvard-Radcliffe chapter.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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MARY ALICE BALDINGER

May 12, 1965

Mr. Paul Anthony,
Southern Regional Council,
5 Forsythe St., N W,
Atlanta 3, Ga.

Dear Paul:

Is there any chance that you might be able to give me 75 copies of the February 1965 issue of New South for our next Clearing House meeting, June 3?

I was sorry we had no chance to talk at our conference last month. The Hilton's damned air-conditioning trouble really gave the coup de grace to all my plans for conversations there!

Better luck another time -- I hope!

Yours,

Mary Alice

Mary Alice Baldinger
Executive Director

VIA AIR MAIL
May 13, 1965

Dr. Gordon W. Lovejoy
Administrative Chairman
Department of Sociology
The University of Tulsa
Tulsa 4, Oklahoma

Dear Doc:

Enclosed is a list of publications currently available.

By all means feel free to reproduce anything not available and to otherwise make any use of SRC publications.

It's good to hear from you. How are you?

My very best to you and to Mrs. Lovejoy.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

LWD
MM

THE UNIVERSITY OF TULSA
TULSA 4, OKLAHOMA

DEPARTMENT OF SOCIOLOGY

May 11, 1965

Mr. John Paul Anthony
Administrative Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

The Department here has just been awarded a large grant by the Office of Education. We will be conducting graduate level Institutes in the area of public school desegregation. As you can probably imagine, I will want to use many of the publications of the Southern Regional Council.

Can you send me by return air mail, a list of all publications which you have in print?

I have in my files a considerable number of items which I know to be long out of print but which contain material still of value. What is the Southern Regional Council's policy on xeroxing such items? They will not be sold. They will be distributed in the Institute and would, of course, carry a Southern Regional Council credit line.

Mrs. Lovejoy joins me in sending regards.

Sincerely yours,

Gordon W. Lovejoy

Gordon W. Lovejoy
Adminstrative Chairman

GWL/gw

May 14, 1965

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington, D. C.

Dear Mary Alice:

The 75 copies of the February '65 New South are being mailed under separate cover.

As for the Washington Hilton, it confirms what I have long suspected -- progress is a very questionable thing.

Very best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

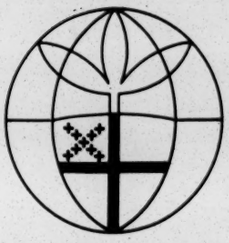
May 14, 1965

BC PA

Please send 75 copies of the February 1965 ~~id~~ issue of New South to Mary Alice Bladinger, SPECIAL HANDLING, label attached.

Thanks.

LWD ✓
PA ✓
mm



EXECUTIVE COUNCIL OF THE EPISCOPAL CHURCH
815 SECOND AVENUE, NEW YORK, N.Y. 10017 TN 7-8400

May 14, 1965

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Thanks for the copy of the Director's Report and your kind words. We continue to find the Southern Regional Council one of the most valuable resources in our program, and I am moved to write to say that your occasional reports seem to be coming to us on a very spotty basis. I wonder if you might check to see that our subscriptions are in order in order that we may receive all SRC publications. If we are delinquent on any payments, I would appreciate knowing about this too.

It strikes me that in the period ahead when there will be vast changes in the economic, employment, and community leadership patterns throughout the South, the careful work of SRC is more important than ever.

My best.

Sincerely,

DIVISION OF CHRISTIAN CITIZENSHIP

Arthur Walmsley

(The Rev.) Arthur E. Walmsley
Executive Secretary

AEW/wjl

May 18, 1965

Mr. J. Edward Carothers
National Division
Board of Missions of the Methodist Church
475 Riverside Drive
New York, New York

Dear Mr. Carothers:

Thank you for the information in your letter of May 14. We shall change the mailings accordingly.

We are pleased to know of Bishop Middleton's appointment and look forward to our association with you.

With best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 18, 1965

Rabbi Alfred Wolf
Anytown USA, Inc.
3663 Wilshire Boulevard
Los Angeles, California

Dear Rabbi Wolf:

Thank you for the information about ANYTOWN USA. We will pass on your invitation to state and local groups throughout the South. The idea sounds excellent and I am sure many would be interested except for the substantial transportation costs involved. (We have found cost to be the greatest factor, for instance, in limiting participation in the Encampment for Citizenship, which otherwise attracts considerable interest.)

In 1954 the SRC established councils on human relations in each of the southern states and transferred its general membership to them. You will be interested in knowing there is a thriving Alabama Council on Human Relations with over 800 members. The Alabama Council has had a very rough time of it, as you might imagine, but it has survived and is doing an excellent work. We are sending a copy of this to the ACHR director, The Rev. Edwin Stanfield, with the request that he send you material about the Council and their work. Your interest and support would be welcomed and much appreciated.

Thank you for thinking of SRC. We would like to know more of what friends and members who have moved from the region are doing.

With best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 21, 1965

Mr. Richard W. Boone
Director of Program Policy and Development Division
Office of Economic Opportunity
Washington, D. C.

Dear Mr. Boone:

This is to confirm our appointment for 2:30 P.M., June 7, arranged by Vernon Jordan.

I'm looking forward to seeing you at that time.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Mrs. Pierre L. Miles
518 Washington, Farmer City, Illinois 61842

May 21, 1965

Dear Paul

Will you please review the attached and give me the benefit of your thinking either for private or public consumption?

Please return Mrs. Jones' letter. She is quite a person somewhat like Mr. Whitney - eye ball to eye ball.

We find Mrs. Boswell (Arnita young delightful -

Many thanks again -

Frances

YWCA

National Board of the Young Women's Christian Association of the U.S.A.

600 LEXINGTON AVENUE
NEW YORK, N.Y., 10022
212 PLAZA 3-4700
CABLE: EMISSARIUS, N.Y.

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Treasurer

MRS. LEO MARSH
Assistant Treasurer

MISS EDITH M. LERRIGO
General Secretary

May 21, 1965

Mr. Paul Anthony
Southern Regional Council
#5 Forsythe Street
Atlanta, Georgia

Dear Paul:

It was good to talk with you and Dorothy Height and I are delighted that you can be with us next Wednesday the 26th and Thursday, the 27th.

We will expect you in time for lunch on Wednesday and we can end the work on Thursday in time for you to get your flight back to Atlanta Thursday night.

We appreciate your being able to work with us those two days and the National Board will cover transportation and living costs for the trip.

I am enclosing the list of associations that I mentioned to you. We will look forward to seeing you next week.

Yours very truly,

Florence

Florence C. Harris
Consultant
Action Program

Algonquin.
Prince George
14 E 28th L Exig Ten - 2-7800

FCH:met
Cdhq.
Enc. 1

Algonquin Hotel
59 W 44th -
Murray Hill 7-4400

YWCA

ASSOCIATIONS - SOUTHERN REGION

March 31, 1965

Reopened open by Ga. Council on Human Relations - May, 1965

II. **Alabama**
Birmingham
Mobile

Arkansas
Little Rock
El Dorado
Pine Bluff
Texarkana

Florida
Clearwater
Daytona Beach
Pensacola
St. Petersburg
Tampa
West Palm Beach

Georgia
Macon

Louisiana
Baton Rouge

Mississippi
Jackson
Mississippi District

North Carolina
Rocky Mount
Wilmington

South Carolina
Charleston

Tennessee
Chattanooga
Knoxville

Texas
Beaumont

Virginia
Danville
Lynchburg
Newport News

III. **Georgia**
Athens
Brunswick
Marietta - Cobb County
~~Savannah~~ withdrawn from Natl. Assoc.

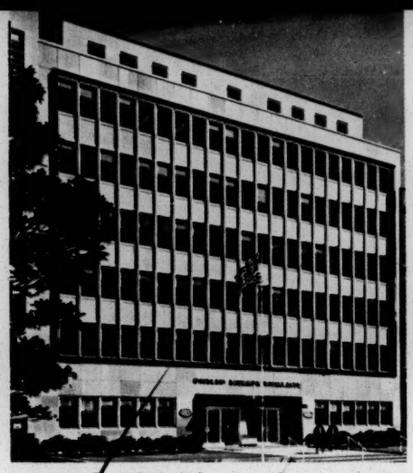
Louisiana
Alexandria
Bogalusa
Monroe
Shreveport

Mississippi
Laurel

South Carolina
Sumter.

FCH/mg
5/4/65

Rec'd 6/1/65



PHILIP MURRAY BUILDING

PAUL JENNINGS
President
GEORGE COLLINS
Secretary-Treasurer

INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR and CONGRESS OF INDUSTRIAL ORGANIZATIONS AND THE CANADIAN LABOUR CONGRESS

PHONE: 296-1200 (Area Code 202)
1126 SIXTEENTH STREET N.W., WASHINGTON, D.C. 20036

May 28, 1965

FYI
AW

FOR YOUR INFORMATION

Ben D. Segal has been appointed Special Assistant, Employment, to the President's Council on Equal Opportunity. He has been given a leave of absence as Director of the National and International Affairs Department by the IUE-AFL-CIO starting June 1, 1965. (His office will be at 1800 G Street, N.W., Room 703, Telephone: 382-6151.)

In his capacity as Special Assistant, Employment, with the President's Council on Equal Opportunity, he will continue to work very closely with the AFL-CIO and its affiliates. He has been connected with the trade union movement for the last 20 years. In addition to the IUE, he has also worked for the National CIO, Textile Workers Union of America, and the International Ladies' Garment Workers Union. He has served a number of terms as president of the Workers Education Local of the American Federation of Teachers, AFL-CIO. He is presently a candidate for the Executive Board of that local union.

He is a member of the D.C. Advisory Committee to the U.S. Commission on Civil Rights and Chairman of their Community Advisors on Equal Employment Opportunity. In this capacity he edited and produced the reports, "Employment in Washington, D.C.: Problems and Progress," and "Fair Employment in the Nation's Capital." In November 1964 he was given the Annual Award by the D.C. Equal Opportunity Day Committee for "His Dedicated and Steadfast Leadership in the Advancement of Human Rights and Equal Opportunity."

On Thursday, May 27, 1965, he was awarded a plaque for his work on behalf of fair employment and civil rights by the Washington Afro-American Newspaper for being named to the 1965 Afro Honor Roll.

Please feel free to call on him if he can assist you in any way.

oeiu #2 afl-cio
bds/jrb

■ **BELL & STANTON INC.,** *public relations*
■ 820 MERCHANDISE MART, ATLANTA, GA. 30303
404—688-3643

BY: George Goodwin

LWDV
AV
PWL
PA

Paul & yl
David

(1965)

ATLANTA, May--Former Atlantan David Pearson has returned from two years in Washington to join the new southeastern public relations operation of Bell and Stanton here.

Pearson, 33, served in both the Kennedy and the Johnson Administrations. From White House consultant on the National Service Program in 1963 (later the Poverty program under President Johnson), he became Deputy Information Director of the Peace Corps.

At the signing of the Civil Rights Act in July of 1964, Pearson was loaned by Corps Director Sargent Shriver to former Florida Governor LeRoy Collins, to help Collins set up the Community Relations Service (CRS). Collins was named by President Johnson to head up the Service, an agency designed to settle racial disputes in the U. S.

(more)

At CRS Pearson developed the agency's national education and information program.

A graduate of Emory University, Pearson moved from Atlanta in 1959 to Hilton Head Island, South Carolina, where he was one of the original developers of Sea Pines Plantation. He continues on as a director of that resort.

Bell and Stanton is the first national public relations agency to open a full regional operation in the Southeast.

The Atlanta office is headed by George Goodwin, until January 1 of this year Vice President for advertising and Public Relations of the First National Bank of Atlanta, and former Pulitzer Prize winning reporter on the Atlanta Journal.

The agency has several major clients in the area, among them the Atlanta (nee Milwaukee) Braves, Forward Atlanta, United Trust Life Insurance Company, Edwards and Portman, Peachtree Center, the Regency Hotel and Game Winner hunting clothes.

##########

June 1, 1965

Mr. Galen R. Weaver
United Church Board for Homeland Ministries
287 Park Avenue South
New York, New York

Dear Galen:

We get the news of your withdrawal from full-time work with the Board and the ensuing association here with mixed feelings. We shall miss you and can only hope that other opportunities are available for working with you.

We have come a long way. But I hope we shall never go so far that we forget the hard and effective work of people like you -- and of you specifically.

All good wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 2, 1965

Mrs. Pierre L. Miles
518 Washington
Farmer City, Illinois

Dear Frances:

There is nothing special or magical I can offer Mrs. Jones in her approach to Mrs. Field or the Field Foundation. Only Mrs. Field and the Foundation have shown an admirable, unique, and strong interest in race relations and I would presume Chicago affairs still are of some special interest. My name would mean nothing to Mrs. Field except as an SRC staffer and I doubt the mention of SRC would have any pertinence to a Chicago based ppoject.

Likely the foundation will respond to any request on the merits of the proposal and I would guess it should be submitted that way. So I expect Mrs. Jones should concentrate on the proposal and the need and leave the rest up to the foundation where, I think, any request is given fair and thorough consideration.

I note you are attending the Annual Meeting in Boston of the Unitarian Universalist Association. Last Saturday evening I was the guest of Mrs. Main in Charlotte who is also in attendance. Do you know her?

I still suffer that you busy yourself in Illinois instead of "back home."

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 3, 1965

Miss Florence Harris
National Board YWCA
600 Lexington Avenue
New York 22, New York

Dear Florence:

Enclosed is an accounting of my expenses. Please make the check payable to SRC unless this causes some accounting difficulty.

I enjoyed the opportunity of working with the YW on this and especially enjoyed being with you for two days.

And, do come home soon.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

HPF
Lwd

Rec'd 6/11/65

NATIONAL INSTITUTE FOR RACE AND RELIGION, Inc.

Saint Maur Interracial Seminary

SOUTH UNION, KY. 42283

June 8, 1965

Dr. Leslie Dunbar, Executive Director
Southern Regional Council
5 - Forsyth Street, N.W.
Atlanta 3, Georgia

MM
Please do

Dear Dr. Dunbar:

Please send us the latest listing of the State Councils on Human Relations in the South and their directors, and also the local councils with professional staff.

With gratitude I am:

Done
6/15/65

Sincerely Yours,

MWShaw

Mario Wm. Shaw, OSB
Coordinator

MWS:mn

LEADERSHIP CONFERENCE ON CIVIL RIGHTS

"Cooperation in the Common Cause of Civil Rights for All"
132 3rd St., S.E., Washington, D. C. 20003 phone 547-8700
New York address: 20 West 40th St. New York 18, phone BRyant 9-1400
ROY WILKINS Chairman ARNOLD ARONSON Secretary

Rec'd 6/11/65 (copy forwarded to PA)

PA - please reply done by phone MS

9th
JUNE
1965

Mr. Leslie Dunbar
Mr. Paul Anthony
SOUTHERN REGIONAL COUNCIL
5 Forsythe Street, N. W.
Atlanta, Georgia

Dear Les and Paul:

From June 22 to June 25, I am told, the Farmers Home Administration to going to hold a meeting in the Dinkler Plaza Hotel to discuss its obligations under Title VI of the Civil Rights Act. This is one in a series of meetings FHA is holding and I am not sure who they plan to invite to it. It is aimed primarily at farm groups, I believe.

I am writing to find out if you have been invited. If not, could you get yourself invited? I think it is very important to get some idea of how these meetings are being conducted. I'd appreciate hearing whatever you find out about this one.

As I am sure you know, SCLC is holding a one week seminar at Clark College, from June 14 to 19, for the students who will work in its summer project. We have been sending them material but we do not have much on education - a critical omission. It occurs to me that you may still have a supply of your education kit. If so, and if SCLC hasn't already asked you, would you consider supplying them with the material? Judging from what they have asked us to send, they could use about 500 kits.

Sincerely yours,

Marvin

Marvin Caplan, Director
Washington Office

YWCA
National Board of the Young Women's Christian Association of the U.S.A.
600 LEXINGTON AVENUE
NEW YORK, N.Y., 10022
212 PLAZA 3-4700
CABLE: EMISSARIUS, N.Y.

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MRS. HENRY R. BOURNE
Vice President,
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Secretary

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Treasurer

MRS. LEO MARSH
Assistant Treasurer

MISS EDITH M. LERRIGO
General Secretary

June 11, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsythe St.
Atlanta, Georgia

Dear Paul:

Thank you for sending your expenses for your New York trip and I hope the reimbursement will reach you soon.

Dorothy Height and I are most grateful to you and to S.R.C. for the two days you spent with us. I have missed the opportunity of working with you and look forward to being back in Atlanta in the near future.

My best wishes to you.

Sincerely,

Florence

FLORENCE C. HARRIS
Consultant
Action Program

FCH/mg

ANSWERS FROM WANT ADS

Answers from ads

ANSWERS FROM WANT ADS

#235

ANSWERS FROM WANT ADS

ANSWERS

ANSWERS FROM WANT

Cancellation #

What time he came in

Take ad-out Friday-

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON, D.C. 20425

In reply address
OGC-5288

JUN 15 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

This is to acknowledge your letter of April 28 enclosing a letter from Mr. Theodore R. Bowers, Attorney for Mr. and Mrs. Wallace Beasley, Jr. concerning the unfair dismissal of the Beasleys as teachers in Gulf County, Florida.

We have forwarded this correspondence to the U.S. Department of Health, Education and Welfare for appropriate action.

The Commission is interested in being informed of such discriminatory practices and will be able to make use of this information in our review of Federal programs.

Sincerely yours,

Michael O. Finkelstein

Michael O. Finkelstein
Acting General Counsel

June 16, 1965

Miss Margaret Long
Southern Regional Council
5 Forsythe Avenue, Room 201
Atlanta, Georgia

Dear Miss Long:

I want to thank you once again for helping us to program the Tunisian delegation through Atlanta. The delegates continuously spoke of their program in Atlanta as one of the highlights of their trip.

The Youth Council is in the process of planning a tour for a delegation from Tanzania. Once again, the invitation was issued months ago, but was accepted only last week. I hope that even in this busy season you will be able to help us plan their stay in Atlanta.

The two delegates, Mr. Simkoko and Mr. Kassongo, are in the top leadership of the TANU Youth League in Tanzania. They play a very large role in the youth and political affairs of their country. (We will send you complete biographical data as soon as it is made available to us.) Both of these gentlemen speak English, and they will be accompanied by our tour guide, Mr. Richard Rausch. Tentatively, the group plans to arrive in Atlanta on the morning of July 9, 1965, with departure for Washington set for the evening of July 13, 1965.

Of course, you know far more about these things than we, but let me suggest briefly some of the things we would like them to do. First, we would like them to be briefed on the civil rights movement in perspective. Paul Anthony would probably be very good for this. A possible introduction to the different groups working in the field and the types of projects they are carrying out would prove most useful to them. We would like them to see both SNCC and SCLC. It would be great if they could talk with Julian Bond and also spend a half-day or so observing his political campaign, provided it is not over by the time they arrive. I am not familiar with SCLC operations these days, but someone who could discuss "non-violence" with them would be valuable. If by chance Dr. King or Andy Young were in town, a few minutes with either of them would be greatly appreciated.

Since the Youth Council is so closely involved in the Books for Equal Education program, we would really like them to meet with Harry DeLung and visit the local BEE operation. (Paul Anthony has been helping us on BEE and can give you details.) A tour of Atlanta, including the rich and poor Negro sections would also be desirable.

You will note that the group plans to spend a weekend in Atlanta. Do you think it will be possible to arrange a reception and/or party of some sort for them? Perhaps some home hospitality could be arranged. The schedule we have planned for them throughout the country is arduous, and I am sure that they would enjoy the opportunity to visit in an American home leisurely.

One final request. Would you be kind enough to try to arrange hotel accommodations for the group's stay in Atlanta? The total per diem is $15 per person and we are trying to arrange accommodations in the neighborhood of $5 - $6.50. They would need a double and a single for four nights.

Once again, let me apologize for making this large request on such short notice. I hope that the arrangements can be made without too much difficulty. Certainly, the Youth Council will reimburse you for all costs you might incur in setting up this program.

If you have any questions, please do not hesitate to telephone our office collect. We are looking forward to hearing from you on this matter in the near future. Thanking you in advance, I remain

Sincerely yours,

Gregory M. Gallo
International Affairs Assistant
to the President

GMG/nb

CC. Mr. Paul Anthony ✓
Mr. Harry DeLung

United States Youth Council

236 East 46th Street, New York, N. Y. 10017

Cable Address: YACWAY

Youth Affiliate of the National Social Welfare Assembly
United States Affiliate of the World Assembly of Youth

(212) 687-3674

June 17, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Avenue, Room 201
Atlanta, Georgia

Dear Paul:

Enclosed is a copy of a letter to Maggie Long of your office. Since I suggest you as a person who might do two or three things with the Tanzanians, I thought you'd be interested in seeing the letter.

All of us here are happy that BEE is getting on its feet. Thanks for your help.

Sincerely,

Greg

Gregory M. Gallo
International Affairs
Assistant to the President

GMG/ep
Enclosure

Americans
for **D**emocratic
Action

MRS. FRANKLIN D. ROOSEVELT
1947-1962

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PAUL SEABURY

1341 Connecticut Ave., N.W., Washington, D. C. 20036 DEcatur 2-7754

June 18, 1965

Mr. Paul Anthony
Southern Regional Counsel
5 Forsythe Street
Atlanta, Georgia

Dear Paul:

I think the meeting was both interesting and fruitful and I couldn't agree with you more about the Assistant Director of the southern project. Heaven preserve us from visceral radicals.

I have a number of ideas for the future of the southern project and since you are Chairman of the committee that was set up, I will forward them to you as soon as I get through with my two week reserve obligation. Let me know when the committee plans to meet.

Best of luck.

Cordially yours,

Curtis B. Gans
Director of Information

CBG:ahf

P.S. If the rumor about Field is true, what happens to SRC? In addition, isn't there some way to question any prospective grant to SSOC? I am not hostile to SSOC in any way, but unless they focus their activities in some direction, all they seem to be doing is stirring up a flurry here, a flurry there, with no tangible result. This may be worthwhile but it strikes me that it isn't necessarily worthwhile for it to be institutionally and foundation supported.

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
323 LEXINGTON AVENUE, NEW YORK, N.Y. 10016 • 685-8911

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Vice Presidents

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D. John Heyman
Treasurer

Joseph B. Robison
General Counsel

■

Edward Rutledge
Executive Director

Jack E. Wood, Jr.
Associate Executive Director

Margaret Fisher
Director of Information and Publications

Barbara Chirse
Administrative Assistant

June 22, 1965

Dear Les:

We are conducting a seminar for Federal, state, and local government officials on June 29, 1965, from 9:15 a.m. to 5:30 p.m. at the Brotherhood-in-Action Building, 560 Seventh Avenue (near 40th Street), New York City. The discussions will consider the effect of recent trends in legislation, referenda and other legal activities on the administration of anti-discrimination housing laws, ordinances, regulations and policies.

The response from the governmental agencies has been excellent. There will be nationwide representation with both staff directors and commissioners in attendance.

Copies of the attached letter of invitation and the program will provide you with further background of the nature and purposes of the Conference.

We know of your great interest in this field and would like to have you and Paul Anthony or any one you may wish to designate to represent you attend the all-day conference or any part of it if your busy schedule permits. Please let us know by filling out the enclosed registration form.

Sincerely,

Ed

Edward Rutledge
Executive Director

ER:bc

Encls.

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

(Board Members, Member Organizations and Advisory Council listed on reverse side)

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
Center for Fair Housing
323 LEXINGTON AVENUE, NEW YORK, N.Y. 10016 • 685-8911

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President

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Treasurer

Joseph B. Robison
General Counsel

■

Edward Rutledge
Executive Director

Jack E. Wood, Jr.
Associate Executive Director

Margaret Fisher
Director of Information and Publications

Barbara Chirse
Administrative Assistant

The National Committee Against Discrimination in Housing (NCDH) is convening a conference on June 29, 1965, in New York City to consider the effect of recent trends in legislation, referenda and other legal activities related to discrimination in housing on the administration of anti-discrimination laws, ordinances, regulations and policies. We wish to invite your participation.

Immediately after the November 3rd Election results were tabulated, it was clearly evident from referenda actions in California and Akron, Ohio, nullifying existing fair housing laws that such legislation would be subjected to similar attack in other states and cities.

In recognition of this, the NCDH convened an emergency conference at its offices on November 17th to discuss a program of action with representatives of some of the nation's leading city and state human rights commissions. This all-day meeting revealed the urgent need for an understanding of the legal implications involved in these major setbacks.

On February 5 and 6, 1965, the NCDH in co-sponsorship with the University of California Law School in Berkeley held a National Legal Conference on Equal Opportunity in Housing in Berkeley, California. The purpose of the conference was to provide a forum at which some of the nation's leading scholars and practitioners of law could examine the constitutionality of anti-fair housing referenda and discuss other actions which limit the achievement of equal opportunity in housing. A copy of the program of the National Legal Conference is enclosed.

The results of the conference and the benefit of the discussions which took place now must be considered by the state and city commissions and attorneys general whose programs are affected. Accordingly, the NCDH is now arranging a one-day conference to be convened in New York City on June 29, 1965 from 9:15 a.m. to 5:30 p.m. The conference will be held at the Brotherhood-in-Action Building, 560 Seventh Avenue, near 40th Street.

In addition to the commissioners of city, county and state human rights commissions, their executive personnel, general counsels and state attorneys general, we also are inviting selected officials representing federal civil rights and housing agencies, national private organizations and several of the participants of the National Legal Conference.

The Conference has been scheduled to take place June 29th, the day before the Annual Convention of the Conference of Commissions on Human Rights in New York City at the Waldorf-Astoria Hotel on June 30 - July 2, 1965, in order to serve the budget interests of agencies whose representatives may then attend both conferences at little extra cost.

I am enclosing an outline of the program for the June 29th Conference. This Conference is so organized that we intend to have maximum participation from all present. Please be prepared to sit down and work from 9:15 a.m. to 5:30 p.m. We will try to do in one day what ordinarily would take two days.

As you can see from the program items, we not only want to give you the benefit of a live report on the two-day National Legal Conference, but also present to you other major issues facing us in the years ahead.

We hope this Conference will help provide you with guidelines and knowledge so that you may develop affirmative action programs in your respective cities and states and on a national level.

We have been fortunate in securing the Honorable Franklin D. Roosevelt, Jr., Chairman of the Equal Employment Opportunity Commission, as the speaker on the fundamental issue of Jobs and Housing: Affirmative Action Under the Law. Jack Greenberg, Director-Counsel of the NAACP Legal Defense and Educational Fund, Inc., who participated at the National Legal Conference, is to chair the very important session on Equal Housing Opportunity and the Law. Robert Carter, General Counsel of the NAACP and The Honorable Justine Polier, Judge, New York State Family Court, will discuss the issue of Schools and Housing: Affirmative Action Under the Law.

The late afternoon session will deal fundamentally with affirmative action programs of city, state and federal agencies concerned with administration and enforcement of laws against discrimination related to housing and urban renewal.

I look forward to your attendance and full participation; coffee will be served around the clock until other refreshments are offered at 5:30 p.m. Your total financial outlay will be $3.00 for registration and luncheon.

Please let us hear from you as soon as possible.

Sincerely,

Edward Rutledge
Executive Director

ER:bc

Encls.

NATIONAL COMMITTEE AGAINST
DISCRIMINATION IN HOUSING
323 Lexington Avenue
New York, N.Y. 10016
685-8911

REGISTRATION FORM

I will ☐ will not ☐ be attending the NCDH Conference on June 29, 1965, from 9:30 a.m. to 5:00 p.m. at the Brotherhood-in-Action Building, 560 Seventh Avenue, New York City.

The following people from my organization will be accompanying me at this conference.

NAME _____ TITLE _____

NAME _____ TITLE _____

NAME _____ TITLE _____

NAME _____ TITLE _____

NAME _____ TITLE _____

Signed: _____

Organization: _____

BROTHERHOOD-IN-ACTION
FAIR HOUSING CONFERENCE

A seminar for Federal, state and local government officials to consider the effect of recent trends in legislation, referenda and other legal activities related to discrimination in housing on the administration of anti-discrimination laws, ordinances, regulations and policies.

sponsored by the

Center for Fair Housing
NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

323 Lexington Avenue
New York, N.Y. 10016

Brotherhood-in-Action Building
560 Seventh Avenue
New York, New York

June 29, 1965

PROGRAM

TUESDAY, JUNE 29

8:30 a.m. Registration and coffee

9:15 a.m. Welcoming Remarks
Charles Abrams, President
NCDH Center for Fair Housing

9:30 a.m. JOBS AND HOUSING: AFFIRMATIVE ACTION UNDER THE LAW
The Honorable Franklin D. Roosevelt, Jr.
Chairman
Equal Employment Opportunity Commission

Introduced by: The Honorable James H. Scheuer

10:00 a.m. EQUAL HOUSING OPPORTUNITY AND THE LAW
Chairman: Jack Greenberg
Director-Counsel
NAACP Legal Defense and
Educational Fund, Inc.

(Report and follow up of National Legal Conference on Equal Opportunity in Housing - February 5 and 6, 1965 in Berkeley, California)

INITIATIVE AND REFERENDA IN CIVIL RIGHTS

PENDING LITIGATION ARISING OUT OF ANTI-FAIR HOUSING REFERENDA

APPLICATION OF CONSITITUTIONAL PRINCIPLES TO STATE CONSTITUTIONAL PROVISIONS BARRING FAIR HOUSING

APPLICATION OF FOURTEENTH AMENDMENT TO DISCRIMINATION IN HOUSING

LEGAL BASIS FOR EXTENDING THE EXECUTIVE ORDER

Presentations: NCDH Legal Committee
(see back page)

12:30 p.m. LUNCHEON WORKSHOPS

(Round-table Legal Clinics with Constitutional Lawyers Assigned to Each Table)

1:30 p.m. SCHOOLS AND HOUSING: AFFIRMATIVE ACTION UNDER THE LAW

Chairman: Algernon D. Black
Chairman of the Board
NCDH Center for Fair Housing

Presentation: Robert Carter
General Counsel
N A A C P

Response: The Honorable Justine Polier
Judge
New York State Family Court

2:30 p.m. ACHIEVING INTEGRATION IN HOUSING: AFFIRMATIVE ACTION UNDER THE LAW

Chairman: Edward Rutledge
Executive Director
N C D H

Presentations: Jack E. Wood, Jr.
Associate Executive Director, N C D H

Frank S. Horne
Vice President
N C D H

Responses: Representatives from City Commissions

Representatives from State Commissions

Representatives from Federal Agencies

State Attorneys General

5:30 p.m. ADJORNMENT AND COCKTAILS

(Registration including luncheon: $3.00)

NCDH LEGAL COMMITTEE

Chairman: Sol Rabkin
Head of Law Department
Civil Rights Division
Anti-Defamation League of the
B'nai B'rith

General Counsel: Joseph B. Robison
Director
Commission on Law and Social
Action
American Jewish Congress

Charles Abrams
NCDH President

Professor Curtis J. Berger
School of Law
Columbia University

Robert L. Carter
General Counsel
N A A C P

Dean Jefferson B. Fordham
University of Pennsylvania
Law School

Jack Greenberg
Director-Counsel
NAACP Legal Defense and
Educational Fund, Inc.

Edwin J. Lukas
Director
National Affairs Department
American Jewish Committee

Peter Panken
Paul, Weiss, Rifkind, Wharton
& Garrison

Simon Rosenzweig
NCDH Member-at-Large

Theodore St. Antoine, Esq.
National Legal Conference
Participant

Melvin L. Wulf, Esq.
American Civil Liberties Union

NATIONAL LEGAL CONFERENCE

ON

EQUAL OPPORTUNITY IN HOUSING

sponsored by the

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

and the

UNIVERSITY OF CALIFORNIA LAW SCHOOL

SCHOOL OF LAW — UNIVERSITY OF CALIFORNIA

Berkeley, California

February 5 and 6, 1965

PARTICIPANTS

CHARLES ABRAMS, ESQ.
New York, N. Y.

BERL BERNHARD, ESQ.
Washington, D. C.

ROBERT L. CARTER
General Counsel—NAACP

JOHN CLANCY, ESQ.
San Francisco, Calif.

LEROY D. CLARK, ESQ.
New York, N. Y.

NATHANIEL COLLEY, ESQ.
Sacramento, Calif.

JUDGE J. E. CONWAY
Albany, N. Y.

PROF. JOHN H. DENTON
University of California

PROF. THOMAS I. EMERSON
Yale University

JEFFERSON B. FORDHAM
Dean, University of Pennsylvania Law School

PROF. MONROE FREEDMAN
George Washington University

PROF. ROBERT GIRARD
Stanford University

JACK GREENBERG
Director-Counsel, NAACP Legal Defense & Educational Fund, Inc.

JOSEPH GRODIN, ESQ.
San Francisco, Calif.

PROF. PATRICIA HARRIS
Howard University

PROF. ROBERT HARRIS
University of California

PROF. IRA MICHAEL HEYMAN
University of California

PROF. HAROLD W. HOROWITZ
University of California

SAMUEL JACKSON, ESQ.
Topeka, Kan.

EUGENE B. JACOBS, ESQ.
Los Angeles, Calif.

CHESTER LEWIS, ESQ.
Wichita, Kan.

PROF. THOMAS LEWIS
University of Kentucky

EDWIN J. LUKAS, ESQ.
American Jewish Committee

PROF. DANIEL MANDELKER
Washington University

EPHRAIM MARGOLIN, ESQ.
San Francisco, Calif.

BRUCE MILLER, ESQ.
Detroit, Mich.

JUDGE LOREN MILLER
Los Angeles, Calif.

CHARLES B. MCKESSON, ESQ.
Los Angeles, Calif.

HOWARD NEMEROVSKI, ESQ.
San Francisco, Calif.

FRANK C. NEWMAN
Dean, University of California Law School

PROF. ROBERT O'NEIL
University of California

PROF. LOUIS POLLAK
Yale University

PROF. DANIEL H. POLLITT
University of Oregon

SOL RABKIN, ESQ.
Anti-Defamation League of B'nai B'rith

PROF. NORMAN REDLICH
New York University

JOSEPH ROBISON, ESQ.
American Jewish Congress

PROF. TERRANCE SANDALOW
University of Minnesota

LEONARD W. SCHROETER, ESQ.
Seattle, Wash.

HERMAN F. SELVIN, ESQ.
Los Angeles, Calif.

MARTIN E. SLOANE, ESQ.
Washington, D. C.

THEODORE ST. ANTOINE, ESQ.
Washington, D. C.

JACK E. TANNER, ESQ.
Tacoma, Wash.

PROF. DAVID VERNON
University of Washington

ALFRED J. WESTBERG, ESQ.
Seattle, Wash.

CHARLES E. WILSON, ESQ.
San Francisco, Calif.

A. L. WIRIN, ESQ.
Los Angeles, Calif.

MELVIN F. WULF, ESQ.
American Civil Liberties Union

CONFERENCE CO-CHAIRMEN

CHARLES ABRAMS, *President*
National Committee Against Discrimination in Housing

FRANK C. NEWMAN, *Dean, University of California Law School*

PROGRAM

FRIDAY, FEBRUARY 5

9:00 a.m. Welcoming Remarks by Dean Newman

9:15 a.m. ***Initiative and Referenda in Civil Rights***
Chairman: MR. GREENBERG
Presentation by: MR. RABKIN

11:00 a.m. ***Pending Litigation Arising Out of Anti-Fair Housing Referenda***
Chairman: JUDGE MILLER
Presentations by: MR. COLLEY
MR. BRUCE MILLER

12:30 p.m. Recess

2:00 p.m. ***Application of Constitutional Principles to State Constitutional Provisions Barring Fair Housing***
Chairman: DEAN FORDHAM
Presentations by: MR. MARGOLIN
PROF. O'NEIL
MR. GRODIN
MR. NEMEROVSKI

5:00 p.m. Adjournment

8:00 p.m. Informal Social Gathering of Conference Participants and Observers, including Practitioners in Intergroup Relations

* * * * * * *

SATURDAY, FEBRUARY 6

9:00 a.m. ***Application of Fourteenth Amendment to Discrimination in Housing***
Chairman: PROF. EMERSON
Presentations by: PROF. HOROWITZ
MR. ST. ANTOINE
MR. ROBISON

12:30 p.m. Recess

2:00 p.m. ***Legal Basis for Extending the Executive Order***
Chairman: PROF. HEYMAN
Presentations by: MR. SLOANE
PROF. FREEDMAN

4:00 p.m. Concluding Remarks by Mr. Abrams

4:30 p.m. Adjournment

CONFERENCE SPONSORS

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
323 Lexington Avenue • New York, N. Y. 10016

CHARLES ABRAMS, *President*
ALGERNON D. BLACK, *Chairman of the Board*

EDWARD RUTLEDGE
Executive Director

JACK E. WOOD, JR.
Associate Executive Director

MARGARET FISHER
Director of Information and Publications

and

UNIVERSITY OF CALIFORNIA LAW SCHOOL AT BERKELEY

FRANK C. NEWMAN, *Dean*

CONFERENCE PLANNING COMMITTEE

CHARLES ABRAMS
FRANK C. NEWMAN
ROBERT L. CARTER
JACK GREENBERG
IRA M. HEYMAN
ARTHUR J. LEVIN
SOL RABKIN
JOSEPH B. ROBISON
EDWARD RUTLEDGE
JACK E. WOOD, JR.

June 23, 1965

Dr. John O'Hara, Director
Center for Human Relations
University of Oklahoma
Norman, Oklahoma

Dear John:

My expenses for the trip were as follows:

Air fare	-	$136.40
Limousine (Oklahoma City-Norman)	-	5.00
		$141.40

It was good to meet you and to learn something of your work. I hope we'll have further opportunity for more work together. In the meantime my sincere thanks for the invitation.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 23, 1965

Mr. Harold Fleming
The Potomac Institute
1501 - 18th Street, N.W.
Washington, D.C.

Dear Harold:

This will confirm the appearance at Airlie House on Sunday, July 25, for a presentation of agencies and activities in the South.

I assume Nate will give us ("supervisors") detailed instructions on expected arrival and departure times and that this program commitment coincides with the supervisor commitment. Any further guidance on the presentation will be welcomed.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Nathan Greene

June 23, 1965

Mr. Curtis B. Gans
Director of Information
Americans for Democratic Action
1341 Connecticut Avenue, N.W-
Washington, D. C.

Dear Curt:

While I'm dismayed to learn of my chairmanship of the committee (that was emphatically not what I wanted) your suggestions would be very much appreciated. Please send them as soon as possible.

Enclosed are a couple of yellow slips that came by mistake with your letter.

As to your P.S., I hope we'll have time to explore that at some length before anything drastic happens.

Have fun on your two weeks excursion.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 23, 1965

Mr. Gregory M. Gallo
United States Youth Council
236 East 46th Street
New York, New York 10017

Dear Greg:

As you are being written today, we'll be happy to do whatever possible for your Tanzanians.

If you ever want to give your passport a rest, we'd also be very happy to have you visit again.

Was good to see you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Misc.
(N.Y.)

AIR MAIL SPECIAL DELIVERY
June 24, 1965

Miss Ruth Hughes
Edward Waters College
1747 Kings Road
Salter Hall
Jacksonville, Florida

Dear Ruth:

Shall arrive in Jacksonville Saturday morning at 7:54 A.M. Ed Lewis will meet me there and we will both turn up at 9:30.

Vernon Jordan will arrive on Delta flight 931 at 11:24 A.M. Vernon and I will leave on a 6:35 flight.

No word on Connie.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

June 28, 1965

Mr. F. D. Roosevelt, III
404 Riverside Drive
New York 25, New York

Dear Frank:

After considerable trouble with the printer, Pat Watters' pamphlet which we discussed is out. A copy is enclosed and extra copies are available if you have need of them.

We would be interested in your comments.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

June 28, 1965

Mr. Edward Rutledge
Executive Director
National Committee Against Discrimination in Housing
323 Lexington Avenue
New York, New York

Dear Ed:

This will acknowledge your letter of June 22 to Les. We are very sorry that neither of us can make the conference. Schedules and commitments here make it impossible, though we would like to.

Please keep us informed and know of our continuing interest.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 1, 1965

Mr. Thomas H. Dickey, Jr.
Staff Assistant, Community Relations
U. S. Department of the Interior
Jobs Corps Conservation Centers
Washington, D.C.

Dear Tom:

Under separate cover we are sending the promised collection of materials. Additional copies are available if you have need of them.

I enjoyed the Washington meeting. All of us here are available to be of any possible help.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 1, 1965

Mr. James A. Madison
Deputy Director, Community Relations
Job Corps
Office of Economic Opportunity
1200 - 19th Street, N.W.
Washington, D.C.

Dear Jim:

Under separate cover we are sending the promised collection of materials. Additional copies are available if you have need of them.

I enjoyed the Washington meeting. All of us here are available to be of any possible help.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 1, 1965

Mr. Jay M. McConnell
U. S. Forest Service
Division of I & E
Room 3213
South Agriculture Building
Washington, D.C.

Dear Jay:

Under separate cover we are sending the promised collection of materials. Additional copies are available if you have need of them.

I enjoyed the Washington meeting. All of us here are available to be of any possible help.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

U.S. For Serv.
Div of I&E
Rm 3213
South Agriculture Bldg
Wash, D.C.

JAY M. McCONNELL

U. S. FOREST SERVICE
ATLANTA, GEORGIA

PHONE TRINITY 6-3311
EXT. 5191

TEL. 343-6857

Thomas H. Dickey, Jr.

STAFF ASSISTANT
COMMUNITY RELATIONS

Tom

U.S. DEPARTMENT OF THE INTERIOR
JOBS CORPS CONSERVATION CENTERS
WASHINGTON, D.C.

Jim

JAMES A. MADISON
DEPUTY DIRECTOR, COMMUNITY RELATIONS

JOB CORPS
OFFICE OF ECONOMIC OPPORTUNITY
1200 - 19TH ST., N. W.
WASHINGTON, D. C. 20506

AREA CODE 202
TEL.: 382-3897
RES.: 291-8861

Misc

July 1, 1965

Mr. Sherwood Ross
National Urban League
14 East 48th Street
New York, New York 10017

Dear Sherwood:

Rhoda Musfelt hasn't turned up, but we'll be happy to see her when she does.

Also, when (if ever) time permits I would like to give some serious thought to your ambitious radio coverage and what it means for the cause -- including how one might promote the programs. Sometime!

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Misc.

July 6, 1965

Miss Pauline van Velse
The United Christian Missionary Society
222 South Downey Avenue
Indianapolis, Indiana

Dear Miss van Velse:

The requested packets are being sent as you requested in your letter of June 29.

Additional Packets are available if you have need of them.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

National Urban League

14 East 48th Street New York, N. Y. 10017

Paul: I goofed on the gal's name. It's Rhoda Silver, not Musfelt. If you're still interested she can be reached care of my house in NYC, 541 E. 20 St. Bye the way, I do mention SRC every chance I get, which has been twice so far in the past month.
MEMO Looking forward to your remarks on promotion. July 6, 1965 ---Sherwood
P.S. Our conference thisyear is in Miami Aug. 1-5. Eden Roc hotel.

TO: STATION MANAGERS

FROM: Sherwood Ross
News Director

IMPORTANT NOTICE

If your station is not on our list below this will be the last disc you will receive unless we are notified by wire or mail in the next week.

We feel that we have sent out enough samples so that all stations have an idea of the kind of programs the National Urban League is producing so make sure we hear from you if you want the records continued permanently.

And to our station managers who have already confirmed use of the programs, our thanks for your support. As you can see from the list of stations below we have 70 of the finest stations in the country and we are proud of them.

* * *

Our guest this week on "The Leaders Speak" is ARTHUR WRIGHT articulate Negro scholar and director of the New York City branch of the Catholic Interracial Council. Next week we'll hear MISS JUNE SHAGALOFF, the NAACP's brilliant education director speak on school issues.

- 30 -

CONFIRMED LIST: WLFM, Appleton, Wis.; WERD and WAOK, Atlanta; WAUG, Augusta; WEBB, Baltimore; KJET, Beaumont, Tex.; WENN, Birmingham; WILD, Boston; WBFO and WUFO, Buffalo; WAAF, WBEE and WVON, Chicago; WABQ and WJMO, Cleveland; WOKS and WVKO, Columbus, O.; WILA, Danville, Va.; WDAO-FM, Dayton; WJLB, Detroit; WSRC, Durham; WKAR AM & FM, E. Lansing; WAWA, Elm Grove, Wis.; WAMM, Flint; KFJM, Grand Forks, N.D.; WVHC-FM, Hempstead, N.Y.; KDAY, Hollywood, Calif.; KYOK, Houston; WSUI & KSUI-FM, Iowa City; WOKJ, Jackson, Miss.; WBAA, Lafayette, Ind.; KGFJ, Los Angeles; WLOU and WFPL-WFPK (FM), Louisville; WTIG, Massillon, O.; WLOK, Memphis; WMBM, Miami Beach; WGOK, Mobile; WRMA, Montgomery; KUID-FM, Moscow, Idaho; WKBZ, Muskegon; WVOL, Nashville; WBOK and WYLD, New Orleans; WLIB, WRVR and WWRL, New York; WHIH and WRAP, Norfolk; WDIX, Orangeburg, S.C.; WMUB, Oxford, O.; WDAS and WHAT, Philadelphia, Pa.; KCAC, Phoenix; WAMO, Pittsburgh; KSOL, San Francisco; KATZ and KXLW, St. Louis; KBLE and KUOW, Seattle; WTMP and WYOU, Tampa; WUST, Washington, D.C.; KFH, Wichita; and WJSC-FM, Wilberforce, O.

* * *

SR:dw

July 7, 1965

Mrs. Velma Strode
Community Relations Service
Department of Commerce
Washington, D.C.

Dear Mrs. Strode:

Please forgive me for taking so long to respond to your request about the use of funds for local official commissions.

It seems to me you could make good use of some money for this purpose and that you might well find modest funds could trigger considerable program. Program suggestions backed by the means to make the programs possible is always a pretty persuasive thing. You might find especially that dormant or near-dormant commissions could be revived by the offer of help, or that small, unfunded commissions might find this not only a means of doing useful program but something which could help establish their significance and importance in the process.

The Commissions generally need information and resource materials. Outside funds could help. Some of the commissions would take on the task of circulating appropriate materials to the community -- through libraries, schools, churches, etc. All of the commissions could use the assistance of good consultants. Many of them could use studies of their communities or of special aspects of the community. Some of the commissions could use temporary help, or regular secretarial help, or part-time professional assistance. Funds for these purposes, or part of the funds provided on a matching basis, would be quite valuable.

I hope at an early date you will have an opportunity to visit us here and that we can discuss this and matters generally at some length.

Best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Misc..

July 7, 1965

Miss Jackie Wilkes
Salter Hall
1747 Kings Road
Jacksonville, Florida

Dear Jackie:

500 copies of "A Message to Parents..." are being sent today, "Special Handling." An additional 1,500 copies are being sent separately.

Hope all goes well.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 8, 1965

Mr. D. F. Sullivan
Equal Educational Opportunities Program
U. S. Office of Education
400 Maryland Avenue, S.W.
Washington, D.C.

Dear Don:

Since Oklahoma things have been somewhat hectic. Also, I have had considerably more difficulty coming up with suggestions of appropriate school superintendents than I had thought. Those below, with the exception of Mrs. Anderson, I still have some reservation about, but in the interest of time they are sent.

Mrs. Margaret Anderson, home: 616 Eagle Bend Rd., ~~Clinton,~~ Tenn.
Clinton High School, Clinton, Tenn. Counselor

Mrs. Anderson is a frequent writer for the New York Times Magazine about the situation in Clinton High. An excellent person who would be good for any of your needs.

Dr. Hugh Adams, Superintendent of Public Instruction
Port Charlotte School System, Port Charlotte, Florida

New in post (as of January); has just submitted a 4 grade plan for the Port Charlotte system. This includes wide range of things such as buses and faculty. Talks right.

Joe Hall, Superintendent of Schools, Dade County, Fla. (Miami)

Good record of compliance over past few years, including some progress in faculty integration. A good man.

Rual W. Stephens, Westminister School, Atlanta

Past Atlanta assistant superintendent of schools - might be good on community preparation, first day of school,

Dr. John Letson, Superintendent of Schools, Atlanta.

Atlanta schools are a real mess at this point but I'm told Letson has given some principals good advice, most recently in Americus, Georgia.

If you find you can use non-school people (such as knowledgeable college professors), we can come up with a number of other suggestions.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

YWCA

National Student Young Women's Christian Association of the U.S.A.

600 LEXINGTON AVENUE
NEW YORK, N.Y. 10022
PLAZA 3-4700
CABLE: EMISSARIUS, N.Y.

AIR MAIL

July 8, 1965

Mr. Paul Anthony, Director
Department of Field Activities
Southern Regional Council
5 Forsythe Street
Atlanta 3, Georgia

Dear Paul:

Back in the office today, and my first task is to clear through our Comptroller's office, Vernon Jordan's travel expenses to Jacksonville. I appreciate your willingness to take care of securing the plane tickets, etc.

Your predictions about Vernon Jordan were well fulfilled as he did a tremendous job! I feel especially indebted to you for the time and energy you put into the planning and carrying out of Saturday's sessions on the South. During the week following, I kept receiving expressions of appreciation from students for the Saturday program.

Both Jackie and I were delighted with the quality of these sessions and were especially grateful for the freedom with which you gave of yourselves. We are also appreciative of the materials secured through the Southern Regional Council.

Under-separate-cover I am sending you a copy of the recent booklet on housing, which was produced through our Bureau of Research and Program resources.

The project is well under way, with the first neighborhood meeting of parents planned for next week. There is also a second meeting planned for high school students.

Thanks again for your part in helping to make the project effective. Best wishes.

Sincerely yours,

Ruth Hughes

Ruth Hughes
Associate in Human Relations

$50.00 Check 7/14/65 MPA

RH:mp

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

July 12, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Thank you so much for your good letter of July 8, with your excellent list of resource persons.

Yes, I would certainly value your suggestions of knowledgeable college professors who could provide assistance in the area of school desegregation. We will appreciate your recommendations.

I thought that you did a superb job at the Oklahoma University institute.

When you are next in Washington, do give me a call and we can get together for lunch. My telephone at my office in Washington is 963-4447.

Best wishes.

Sincerely,

Don

Donald F. Sullivan
Training Branch
Equal Educational
Opportunities Program

cc: Dr. Morton J. Sobel

Lexington Commission on Human Rights

CITY HALL ANNEX
227 NORTH UPPER STREET
LEXINGTON, KENTUCKY 40507

GREGORY E. SHINERT
EXECUTIVE DIRECTOR

TELEPHONE
AREA CODE 606
252-3079

Please do. - Free. Interagency

NM

JS

Return letter to MM.

July 12, 1965

Mr. Paul Anthony
Associate Director
Southern Regional Council
Room 201
5 Forsyth Street, N.W.
Atlanta, Georgia - 30303

Dear Paul:

Evidently, we have been prunned from your mailing list: haven't received any mail from SRC for a year--and we need to be kept informed on the South--its problems and progress. No other regional agency does this so well, in such an objective a manner as SRC. To insure reception of mail: please enter a year's subscription to your monthly magazine--NEW SOUTH--and put us on your mailing list for publications, reports, etc. Naturally, bill us accordingly!

7-27-65 JS

May we order; one copy each of:

a) "TORWARD REGIONAL REALISM" NO. 1--THE SOUTH AND THE NATION, by LeRoy Collins

b) NO. 2--A HUNDRED YEARS LATER

MM done

If you have any material dealing with equal employment opportunity in the South; Title VII; or how to make equal opportunity in employment a reality--please rush same quickly: I am to give a talk before the Southern Student Human Relations Seminar on August 10th (U.S. National Student Association in louisville). I am informed that their primary interest is how to make EEO a reality at the grass-roots level: what they as students and future Southern leaders can do to help it along. YOUR OWN WORDS to this point would be appreciated--and quoted!

I regret that Kentucky does not have a Human Relations Council of its own--we need one. Galen Martin and the Kentucky Commission on Human Rights do a magnificent job: but we really need an active, dynamic citizen participation group to give public agencies (like his state commission--our city agency--and 24 similar public agencies--) to afford back-up support; programs, etc., on the local level. Any possibility SRC will ever try to re-activate a Kentucky Council on Human Relations? (or, do you have enough work to do with existing Councils?)

Kindest personal regards--and write soon.

G. E. Shinert

Gregory E. Shinert, Executive Director

4634 Greene Place, NW
Washington, D.C.
July 12, 1965

Mr. Eugene Patterson, Editor
The Atlanta Constitution
Atlanta, Georgia

Dear Mr. Patterson:

It was my pleasure to meet you when I was in Atlanta at the end of May. We had a most enlightening conversation about racial problems in the South and also the overall development of the South. It was a very meaningful experience for me to hear such an intelligent and realistic approach to the problems of the South from someone who is a part of the power structure. It was also ggod to hear the concern of a fellow Lutheran for the church and its stance in social prsues.

Recently I talked with one of the secretaries of the Civil Rights Commision concerning the procedure for obtaining employment with the Commission. In the course of the conversation, someone mentioned the Constitution and I mentioned that I had had the pleasure of meeting you. Then the secretary told me that you where one of their Commissioners and that perhaps you could help me get a job there as a social science researcher. I hesitate to ask for your help because you only met me once and really know very little about me so please feel free to say no. But if you would like to see my resume and then decide, I would be glad to send one to you. Also if you would like additional information, Paul Anthony, Director of Activities for the Southern Regional Council and Hayes Mizell of the NSA Southern Project (Exchange Place) are both knowemen andamaactivities in this area.

Thank you very much for your help and I will anticipate hearing from you.

Sincerely,

(Miss) Carolyn Hoover

cc: Mr. Paul Anthony
Mr. Hayes Mizell

An answer to any inquiry he might make would be appreciated

Thanks,
Carolyn Hoover

July 12, 1965

Dr. Frank P. Graham
United Nations
New York, New York

Dear Dr. Frank:

Recently a number of us were discussing the coming retirement of Maxwell Hahn as Executive Vice-President of the Field Foundation. It was agreed that since Mr. Hahn has been so helpful to so many of the causes in which we have interest some means should be found to express our appreciation. The idea was developed to have as many persons as wished from the Southern region write letters of appreciation, have them bound, and present them to Mr. Hahn.

SRC (which serves as secretariat of the Southern Interagency Conference) was asked to handle the mailing, collection, and whatever work might be involved. Charlie Jones suggested you as the most appropriate person to sign a letter inviting people from this region to write letters of appreciation. This could be quite brief, setting forth the invitation and making any comments about Mr. Hahn which you might wish to include. Thereafter, we would see to the duplication of the letter and send it to appropriate agencies and individuals in the region. In short, if you approve of this suggestion and would draft a brief letter, we'll handle the remainder of the work.

Thank you for your consideration of this. And, warmest best wishes from all of us.

Sincerely,

Blind cc: Will Campbell
Jean Fairfax - SIC Chm.
Joe Hendricks
Charlie Jones

Paul Anthony
Director of Field Activities

PA:mm

AIR MAIL SPECIAL DELIVERY
July 13, 1965

Mr. D. F. Sullivan
Equal Educational Opportunities Program
U.S. Office of Education
400 Maryland Avenue, S.W.
Washington, D.C.

Dear Mr. Sullivan:

This is in regard to a letter listing school superintendents, written to you by Paul Anthony on July 8. Paul has asked me to let you know that we have discovered we were most ill advised on including Rual W. Stephens, and that his name should be deleted from the list.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

AMERICAN FRIENDS SERVICE COMMITTEE
INCORPORATED
160 North Fifteenth Street, Philadelphia, Pennsylvania 19102
AREA CODE 215 LOcust 3-9372

GILBERT F. WHITE
Chairman
HENRY J. CADBURY
Honorary Chairman
CLARENCE E. PICKETT
Executive Secretary Emeritus
COLIN W. BELL
Executive Secretary

PA

July 13, 1965

Leslie Dunbar
Southern Regional Council
Room 201
Five Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Les:

We find that we will have to order a third run of our school desegregation pamphlet, A MESSAGE TO PARENTS ABOUT DESEGREGATED SCHOOLS, and at the same time we find that our budget for the special work of our school desegregation task force this summer is running low. Frankly we had not anticipated the kind of response the project and the kit, which SRC has mailed out to such good effect, are getting. We've printed 50,000 pamphlets already and August may prove to be the peak month of this effort. Is there any chance that you could find funds in some SRC budget to help in meeting the cost of this third printing? We will need to print another 50,000 and the cost will be $1,638.

We are well aware of the contribution SRC, and state Councils, too, are making to this effort already, and are quite prepared to hear that you can commit your resources no further in this direction. But it seemed a common concern and worth putting before you.

Most sincerely,

Barbara

Barbara W. Moffett
Secretary
Community Relations Division

BWM:bs

cc: Jean Fairfax

July 14, 1965

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington, D.C.

Dear Mary Alice:

Under separate cover we are sending 100 copies of "Encounter With the Future." Hope this number will suffice.

We have shared your comments with Pat.

All of us are pleased and proud of "Encounter" and very pleased that you liked it.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

UNITED NATIONS NATIONS UNIES

NEW YORK

CABLE ADDRESS · UNATIONS NEWYORK · ADRESSE TELEGRAPHIQUE

REFERENCE:

14 July 1965

Dear Mr. Anthony,

Dr. Graham has just left to make some talks on the United Nations. From there he will go directly to his summer vacation. This little note is simply to acknowledge your letter of 12 July in his absence.

Sincerely yours,

Daisy F. Lippner

(Mrs.) Daisy F. Lippner
Secretary to Frank P. Graham

Mr. Paul Anthony, Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

July 15, 1965

Mrs. Jane Lee Eddy
Taconic Foundation
666 Fifth Avenue
New York 19, New York

Dear Jane Lee:

Harold has requested that we send you ten copies of Pat Watters' "Encounter With the Future." He felt members of the Taconic Board might find it of interest.

They are being sent under separate cover and more are available if you have need of them.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 15, 1965

Mr. Don Slaiman, Director
AFL-CIO Department of Civil Rights
815 - 16th Street, N.W.
Washington 6, D.C.

Dear Don:

Regarding your inquiry of a reliable source of information at the University of Georgia, I am told Dr. David Broiles of the Philosophy Department is the man. He is very active in the Athens and Georgia Councils on Human Relations and the ACLU.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 16, 1965

Mrs. Daisy F. Lippner
Secretary to Dr. Frank P. Graham
United Nations
New York, New York

Dear Mrs. Lippner:

Thank you for your note regarding Dr. Graham's whereabouts. We shall procedd with the letter in question. It would be good to have Dr. Graham's participation, but I had rather not interrupt his vacation. If the opportunity is available, please have Dr. Graham know this.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 16, 1965

Mr. Edward E. Harris
945 South Dearborn
Kankakee, Illinois

Dear Mr. Harris:

Mr. Dunbar has asked me to respond to your request of July 12.

We have read the description of your proposed research with interest. However, regrettably, the Council has no funds which could be made available for such purposes.

Should you be able to conclude your projects, as we hope you will, we would be most interested in knowing of the results.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Rec'd 7/15/65

PA

945 South Dearborn
Kankakee, Illinois
July 12, 1965

Mr. Leslie W. Dunbar, Executive Director
Southern Regional Council
National Office
Atlanta, Georgia

Dear Mr. Dunbar:

I am writing in order to be informed if the Southern Regional Council could give financial support to some projects on minority group research. I am anticipating an appointment to the sociology staff at California State College at California, Pennsylvania. The anticipated appointment is to begin this fall.

On June 9 of this year, I was interviewed by faculty and staff members of California State College. This institution is an equal opportunity employer and appears to be a favorable place in which to work. Individuals with whom I talked were: Dr. George Hart, Chairman of Social Sciences; Dr. George Roadman, Dean of Academic Affairs; Dr. Michael Duda, President; Dr. Gabriel Betz, Libefal Arts Dean; and others. Dr. Roadman specifically informed me that the school is located in a poly-ethnic region of Pennsylvania. Others mentioned that the school's enrollment consists of a racial and ethnic diversity. On June 26, I submitted a formal application for employment at the College to the Department of Public Instruction under the instructions of Dr. Duda. I am at present awaiting a confirmation of the expected appointment. In brief, I might describe myself as follows: I received the B. A. in sociology in 1954 from Lincoln University (Mo.) and the M. A. (1958) and Ph. D. (1963) from the State University of Iowa. My area of concentration in sociology was social psychology. I taught as a teaching assistant at the State University and taught full-time at Prairie View A and M College. I shall describe the nature and scope of my research desires in the following paragraphs.

Project One: This phase of my research includes an analysis of data which I have already collected. These data were collected from approximately 300 white and 300 Negro college students during the time I collected data for my doctorate thesis. These data include information on: educational aspirations; "faith in people" (taken from the Rosenberg study); occupational and income expectation; potential migratory behavior in relation to occupational and income desires; the achievement syndrome; reasons for attending college; factors influencing college attendance; attitudes toward the "American Dream;" and other related information. It is my desire to write a series of monographs or a collection of articles

which center around the theme, problems of minority group socialization from a comparative point of view. For this project, I would need financial support for the analysis of the data, i.e., general assistance from a research clerk; statistical treatment of data; and assistance from a typist in manuscript preperation, etc.

Project Two: This aspect of my research endeavors centers around an investigation of: the extent to which prejudice and discrimination are viewed as social or moral problems; the extent to which racial, religious, and/or ethnic groups are perceived to be socially mistreated; and perceptions on the extent to which social equality exists and the perceived chances for a group achieving equality. It is felt that a sample of about 200 to 300(composed of selected ad hoc samples of Jews, Negroes, white Catholics, and white Protestants) respondents would be sufficient for this investigation. This phase would require financial support for research materials and supplies; data processing and statistical treatment of data; general assistance from a research clerk; and a typist for manuscript preperation and other typing needs.

Project Three: The third phase of my research interest involves an analysis of the extent to which individuals believe in the "American Dream;" the extent to which contradiction in the "American Dream" is perceived; and the extent to which this contradiction is experienced (especially by minorities). This project intends to make a more detailed analysis than was possible in "Project One." The proposed analysis in Project Three also includes an attempt to investigate the extent of hopelessness which might be experienced as a result of contradictory experiences in relation to the "American Dream." This project would require the same kind of sample, sample size, and financial support as Project Two. It is highly possible that Projects Two and Three could be combined into one endeavor.

If the Southern Regional Council desires to contribute to these endeavors, I would be most greatful and would accept any amount which the organization desired to give or solicited for the above purpose. Therefore I shall not request any specific amount. I would be pleased to have your opinions about the above requests.

Sincerely yours,

Edward E. Harris

Edward E. Harris

July 16, 1965

Miss Ruth Hughes
Associate in Human Relations
YWCA
600 Lexington Avenue
New York, New York

Dear Ruth:

Thanks for the check for Vernon's travel. It was a pleasure being a part of the meeting. You had assembled a bright group of young people.

Have a good summer and come visit as soon as possible.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

SOUTHWEST CENTER FOR
HUMAN RELATIONS STUDIES

THE UNIVERSITY OF OKLAHOMA
NORMAN, OKLAHOMA 73069

July 20, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street N.W.
Altanta 3, Georgia

Dear Mr. Anthony:

Friday, July 2, we completed the three-week institute in human relations education at the University of Oklahoma. All indications point to the fact that we had an exceptionally interesting and challenging institute which will probably result in some significant changes in most of the school systems which were involved.

Your participation and contribution in our institute was exceptionally well received and played a major part in the success of our effort. May I, therefore, again express appreciation for helping us out.

With kindest personal regards, I am

Sincerely,

Glenn R. Snider

Glenn R. Snider, Director
Human Relations Institute
on School Desegregation

GRS:sp

July 21, 1965
VIA AIR MAIL

Miss Barbara W. Moffett
Secretary
Community Relations Division
American Friends Service Committee
160 North Fifteenth Street
Philadelphia, Pa.

Dear Barbara:

Les has passed along to me your request of July 13.

The only place from which we could take funds for helping with the pamphlet cost is already under strain. However, we would like to help because we too have been impressed and surprised by the response and follow up with this project. We can commit $400 plus absorbing those postage, part-time help, and other costs which we have incurred here.

Would this help? If so, we'll get a check to you.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Miss Jean Fairfax

MM

NATIONAL INSTITUTE OF LABOR EDUCATION

SUITE 300
1755 MASSACHUSETTS AVENUE, N.W.
WASHINGTON, D. C. 20036
232-2770 232-2771

150

July 22, 1965

Mr. Emory Via
School for Workers
825 Extension Building
University of Wisconsin
Madison, Wisconsin

Dear Emory:

I would like to pass on to you two pieces of information which may be helpful if you should have to set up literacy programs.

1. OMAT has just approved, I understand, a literacy program for Steel Workers, with the government paying the instructors and materials development. A small committee of consultants has been appointed, and Jim Stern is one of its members. You should be able to get all the dope from him.

2. The United States office of Education has been supporting a number of projects to test different ways of improving literacy training for adults. I know the man who has been advising on this project, and if we ever should need his help I will be glad to see him.

I am still waiting to hear from Taconic.

All good wishes,

Sincerely yours,

Joseph Mire
Executive Director

JM:bw
cc: Paul Anthony

July 22, 1965

Mr. Donald F. Sullivan
Training Branch
Equal Educational Opportunities Program
Department of Health, Education and Welfare
Office of Education
Washington, D.C.

Dear Don:

Several further suggestions for consultants on school desegregation.

J. J. Brewbaker
545 Mayflower Drive
Norfolk, Virginia.

Dr. Brewbaker, retired school superintendent of the Norfolk schools, worked with us for several years as a consultant. During his time as Superintendent the Norfolk schools went through practically every experience imaginable. He now does little work but may be available occasionally.

Robert Coles, M.D.
Harvard University Health Services
75 Mt. Auburn Street
Cambridge 38, Mass.

Dr. Coles, a child psychologist, worked with us for two years, concerned with the children in the desegregation experience. Hard to get, very busy, but a top man if you can get him.

Dr. Kenneth Morland
Randolph-Macon Womans College
Lynchburg, Virginia.

Also a consultant for SRC on occasion. Dr. Morland has worked in many of these situations from Prince Edward County to

several chores for us in Mississippi. He handles Deep South situations well, and goes over well in Mississippi -- partly because Randolph-Macon is very highly regarded there. Of the three he may be the best suited for your purposes.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 22, 1965

Mr. Frank A. Millspaugh
Books for Equal Education
236 East 46th St.
New York, New York

Dear Frank:

The $1,000 has been received, deposited, and will be held for BEE activities. An accounting will be made to you when the project ends and/or when the funds have been exhausted.

It seems to me Harry is doing an excellent job on the project.

Thanks for your good words and offer of assistance. I'll need all I can get.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

945 South Dearborn
Kankakee, Illinois
July 27, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

I am writing to acknowledge your letter of July 16 in addition to making other inquiries.

I wish to inform you that I accept your regrets with respect to the non-availability of funds for research aid as I requested in my July 12 letter. I accept these regrets with great understanding. When and if these projects are concluded, I would be pleased to inform your office about the results. I personally feel that individuals working in your capacity and people working in an organization like yours could possibly make use of such research findings.

Even though I have not acquired support for the kind of research I proposed in my July 12 letter, I have not given up hope of finding such support. In this respect I am calling upon your knowledge of any foundation which might be willing and able to lend support to the type of research which I have previously described. I hereby have a reference to those foundations which might be especially interested in promoting this kind of research.

In the past I have seen references to the fact that the Southern Regional Council has engaged in publication activities. Could you also describe for me the nature and extent of this activity? I have made this inquiry with the following idea in mind. If I secure funds to carry out my desired research, I wonder if the SRC could or would be interested in publishing at least some of the results.

I would again appreciate hearing from you with respect to the above inquiries.

Sincerely yours,

Edward E. Harris

Edward E. Harris

U.S. DEPARTMENT OF COMMERCE
COMMUNITY RELATIONS SERVICE
WASHINGTON, D.C. 20230

July 27, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Many thanks for sending along the copies of "Encounter . . ." I think it will be one of the most important things our staff members have read in a long time.

Can you do me a favor: see that I (or our research division) get on most of the important Southern Regional Council mailing lists? I have the feeling that I am missing a lot of material you send out which would be of great help to the agency. My personal subscription to New South continues, and I occasionally get fairly "public" publications. I would appreciate your putting us on whatever agency or special friends or what-have-you lists.

Thanks in advance. Hope to see you soon.

As always,

Jim

James H. Laue
Assistant Director
for Community Analysis

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

July 28, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Thank you so much for your kind letter of July 22, 1965, suggesting the names of Dr. Brewbaker, Dr. Coles, and Dr. Morland as possible consultants to our Equal Educational Opportunities Program. This information is very much appreciated, and certainly will be helpful to us.

Kindest personal regards.

Sincerely,

Donald F. Sullivan
Training Branch
Equal Educational Opportunities
Program

The Clergy Economic Education Foundation

605 Evergreen Street
West Lafayette, Indiana
P. O. Box 618

OLIN W. DAVIS
Executive Director

July 29, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

I was very happy to be able to meet with you last week and appreciate your suggestions.

I am sending you some additional materials concerning the Foundation and its work.

Thanking you again for your help and your time and with best personal regards, I am

Sincerely,

Olin W. Davis

Olin W. Davis

OWD:mh

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
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ART EMERY *Tennessee representative*
JEANETTE ALLEN
GAIL HERSHBERGER
administrative assistants

July 29, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Done 8/3

Dear Mr. Anthony:

In Fay Bennett's absence, I am writing requesting that you send us an additional 12 copies of the Special Report

"Racial Discrimination in the Southern Federal Courts"

These booklets would be very helpful in our work.

Thank you.

Sincerely yours,

Ruth Ferholt

Ruth Ferholt

RF:sba

July 30, 1965

Mr. David S. Seeley
Special Assistant to the
U.S. Commissioner of Education
Department of Health, Education, and Welfare
Office of Education
Washington 25, D.C.

Dear Mr. Seeley:

Enclosed is a letter which has recently come to our attention about school desegregation procedures in Dothan, Alabama. We have not sent it to your office earlier because we were waiting for the newspaper clippings mentioned in the letter.

Would you be good enough to see that this complaint gets to the prpper person. And, for your own concerns you may want to note the procedure complained about and share this with your staff.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. Edwin Stanfield
Director , Alabama Council on Human Relations

August 3, 1965

Mr. Louis B. McCagg
Secretary
Graduate School of
Public and International Affairs
University of Pittsburgh
Pittsburgh, Pa. 15213

Dear Mr. McCagg:

We have received notice of your fellowship opportunities. If at this time or at any time in the future any of your graduates have an interest in working in the South with an agency primarily concerned with race relations (frequently related to the subjects of your Masters' programs) we would be happy to hear from them.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 5, 1965

Mr. Arthur Kleinberg
Candeub, Fleissig, Adley & Associates
32 Green St.
Newark, New Jersey

Dear Mr. Kleinberg:

Thank you for dropping by during your recent visit to Atlanta.

We look forward to knowing more of your work and sharing such resources as may be available.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

ARTHUR KLEINBERG, A.C.S.W.

CANDEUB, FLEISSIG, ADLEY & ASSOCIATES

PLANNING & COMMUNITY DEVELOPMENT CONSULTANTS

32 GREEN ST., NEWARK, N.J. 07102 TEL. AREA CODE 201/643-3919

SOUTHWEST CENTER FOR
HUMAN RELATIONS STUDIES

THE UNIVERSITY OF OKLAHOMA

NORMAN, OKLAHOMA 73069

August 5, 1965

Mr. Paul Anthony, Director
Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

As we plan our future programs, we would like to use some materials produced by your organization. Presently, we do not have a current listing of your publications. Please send to us, at your earliest convenience, a complete bibliographic listing of publications available from you organization.

Thank you for your kind attention to this request.

Yours truly,

Lonnie H. Wagstaff

Lonnie H. Wagstaff

LHW/pcm

August 6, 1965

Miss Barbara W. Moffett
Secretary
Community Relations Division
American Friends Service Committee
160 North Fifteenth St.
Philadelphia, Pa.

Dear Barbara:

Enclosed is our check for $400.00 representing support of the publication of "A Message to Parents."

Thanks for the congratulations. I think the present school project is a good indication of how valuable our cooperation can be, and of how both agencies can get considerably more done through such cooperation. I look forward to much more of the same.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

P.S. Please note receipt of these funds on the enclosed copy of this letter and return it to us for our files. Thanks.

$400.00

American Friends Service Committee
16

160 North Fifteenth Street

Philadelphia, Pa.

Supportt of publication "A MESSAGE TO PARENTS"

? Budget

August 6 65

PAUL ANTHONY

AMERICAN FRIENDS SERVICE COMMITTEE
INCORPORATED
160 North Fifteenth Street, Philadelphia, Pennsylvania 19102
AREA CODE 215 LOcust 3-9372

GILBERT F. WHITE
Chairman
HENRY J. CADBURY
Honorary Chairman
COLIN W. BELL
Executive Secretary

July 23, 1965

Paul Anthony
Director of Field Activities
Southern Regional Council
Five Forsythe Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Four hundred dollars certainly will help. That, plus absorbing the postage, part-time help and other costs you have incurred at Southern Regional Council in getting material out to people, adds up to a considerable contribution. We are very appreciative.

Congratulations on your new assignment come fall. We all look forward to working with you in your new capacity.

Sincerely,

Barbara

Barbara W. Moffett
Secretary
Community Relations Division

BWM:bs

cc: Jean Fairfax

August 9, 1965

Mr. Lonnie H. Wagstaff
Southwest Center for
Human Relations Studies
The University of Oklahoma
Norman, Oklahoma

Dear Mr. Wagstaff:

Enclosed is our current listing of publications.

We will be pleased to cooperate with the University and the Center in any way possible.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

The Clergy Economic Education Foundation
605 Evergreen Street
West Lafayette, Indiana
P. O. Box 618

OLIN W. DAVIS
Executive Director

August 9, 1965

Mr. Paul Anthony, Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Our thanks for your letter and your willingness to help us.

I have written Dr. Richardson for an appointment at an early date and have suggested that perhaps you and Mr. Coleman could meet with us.

Upon my return from Atlanta on the 22nd of July, I found a letter from Mr. Coleman inviting me to their annual meeting at Miami. This would have conflicted with my Indiana clergy program. I made a one-day trip back to Atlanta and was pleased with the interest and suggestions of Dr. Coleman and his staff.

You may be sure that I will let you know of my next visit to Atlanta.

Thanking you again, I am

Sincerely,

Olin W. Davis

Olin W. Davis

OWD:mh

August 10, 1965

Mr. Edward E. Harris
945 South Dearborn
Kankakee, Illinois

Dear Mr. Harris:

Regarding possible sources of support for your research, it may be possible that the administration and Department head at your new post can be of some guidance. Also, the Foundation Directory (Edition 2, Foundation Library Center) would give you an indication of foundations interested in the subjects you propose and interested in the geographical areas covered by your research.

Enclosed is a list of our publications which will give you an idea of our interests. Generally, our publications are staff written or prepared by SRC consultants. All are limited to the Southern region. However, we are always happy to look at material for possible publication.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 16, 1965

Mr. Fletcher Knebel
P. O. Box 1068
Westhampton Beach
Long Island, New York

Dear Mr. Knebel:

Maggie has shown me your inquiry, which is really asking the unknown. We could miss this one by a very wide mark.

The initial response is very strong where there are federal registrars. (Pat Watters has just returned from Demopolis, Alabama, where in five days the federal "examiners" have registered 988 Negroes, 6 whites, and rejected 11.) Strong registration gains are also taking place in a number of places without the examiners, i.e., Americus, Georgia. Pat feels the mood of the people is such that this may well continue and that there could be an increase of a million.

Les Dunbar, who is much closer to our past voter education project than I am, feels a more conservative figure is in order -- a total of about 2,800,000, or a gain of about 600,000. Certainly you are safe with "more than 2,500,000." And likely too conservative.

My guess, and it is absolutely nothing more, is that this quick increase will begin tapering off rather soon. A phenomenal effort (largely in areas of little or no opposition) was required for the 700,000 gain of the past two years. Most of the organized efforts of the present are not being conspicuously successful. And, one million is just a tremendous number of people. I too think the 600,000 increase would be quite a phenomenon and represents our best guess.

A part of the analysis, of course, is the question of how many of these persons will actually vote and the experience

there is very disappointing. Also, this will undoubtedly increase white registration and the percentage of whites voting.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 16, 1965

Mr. William L. Taylor
United States Commission on Civil Rights
Washington 25, D.C.

Dear Bill:

For financial reasons, the Georgia Council on Human Relations is having to reduce its staff and their newest member, Mrs. Winifred Falls, will soon have to leave that staff.

I have no idea of your staff or consultant needs but would like to call Mrs. Falls to your attention.

I first met her more than a year ago when a small group of Jackson women were trying to organize Mississippians for Public Education. Mrs. Falls was one of the three braintrusters of that effort and one of its hardest working volunteers through school opening last September. She traveled the state at her own expense persuading other women to join MPE and set up most of the local chapters established.

She is a native Mississippian of old family, 28 years old, the Junior League, Hollins College, etc. Her father and grandfather are prosperous attorneys in Jackson. (The latter is Ross Barnett's attorney.)

In September Mrs. Falls moved to Atlanta, partly for personal reasons and partly to get away from Jackson where her family and others disapproved strongly of her work and interests. Since then she has worked with the Georgia Council, largely as a field worker in organizing local Councils, recruiting pupils, negotiating disputes, etc. I have watched her in a number of situations, including some of considerable tension. In all of them she has worked with skill and tact.

If you have any needs, temporary or permanent, for such a person I would appreciate your consideration of this.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 16, 1965

Mr. Calvin Kytle
Acting Director
Community Relations Service
U.S. Department of Commerce
Washington, D.C.

Dear Calvin:

For financial reasons, the Georgia Council on Human Relations is having to reduce its staff and their newest member, Mrs. Winifred Falls, will soon have to leave that staff.

I have no idea of your staff or consultant needs but would like to call Mrs. Falls to your attention.

I first met her more than a year ago when a small group of Jackson women were trying to organize Mississippians for Public Education. Mrs. Falls was one of the three braintrusters of that effort and one of its hardest working volunteers through school opening last September. She traveled the state at her own expense pursuading other women to join MPE and set up most of the local chapters established.

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If you have any needs, temporary or permanent, for such a person I would appreciate your consideration of this.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

SOUTHWEST CENTER FOR
HUMAN RELATIONS STUDIES

THE UNIVERSITY OF OKLAHOMA
NORMAN, OKLAHOMA 73069

August 17, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Mrs. Pauline Dimery, 1211 North 12th Street, Duncan, Oklahoma, has requested that you send her a copy of the material you mentioned in your discussion at the Human Relations Seminar in Norman. The title of this book was "How to Do It" - Guidebook to good community organization.

We would appreciate it if you can be of help to Mrs. Dimery in seeing that she receives this copy.

Sincerely,

Pat Martin

Pat Martin
Secretary

August 17, 1965

Mr. Don Slaiman
Director
AFL-CIO Department of Civil Rights
815 - 16th Street, N.W.
Washington 6, D.C.

Dear Don:

Sam Adams, our new research director, is at work developing program ideas on what sort of a voter education project we should have in the future -- if any should be conducted.

He is talking to a number of people about this and has your name. He will be in Washington around the end of the month and will write you about an appointment. I hope you will be in town when he is and will share with him your ideas.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Box 1192
Kitwe, Zambia
August 21, 1965

Mr. Paul Anthony
Southern Regional Council
4 Forsythe Street
Atlanta 3, Georgia

Dear Paul:

Are you ~~Five~~ Four Forsythe Fellas finding enough to do these days? From the week's press it looks like you've succeeded in exporting your troubles to Los Angeles and London! Speaking of England, you should have heard the English Grand Dragon on the radio the other night - have you ever heard a Cockney talking about the "Kai Kai Kai"?

Time passes so quickly - we've been in Zambia for a whole year now and suddenly we realize that we've got to be making plans for our return to the States. According to our present time-table we will be getting back in late June and in September I hope to enter graduate study in human relations. If my Boston University credits are transferrable I should be able to complete residency requirements for a doctorate in about a year. It's now or never for any kind of serious study for me and I would like to take advantage of this forthcoming break in responsibilities to get in some concentrated inquiry and formulation of thought on a key topic. One difficulty is that I am out of touch with the rapidly developing field of human relations study programs, and I wonder if you could share this with Les and between the two of you give me your thinking on which schools I should start investigating. Some kind of listing according to priority would be helpful. Mention the name of any professors as you know them and the institutional address if you have it. The work I did at the Boston University Human Relations Center emphasized intra-group relations in contrast to inter-group study which was very meaningful but not the emphasis needed in view of my understanding of the realities of present and foreseeable race relations in the U.S. or at least the South. I get the impression that most American human relations study programs make a similar emphasis. My primary interest is on the South - I just can't seem to get excited about the Seattle Mayors Committee on Human Rights, etc.

Also we will not be sponsored by the Board of Missions this time, and so I will need scholarship or financial assistance. With four children now, this could become quite a struggle. Do you know of any such aid earmarked for human relations study for which I might conceivably qualify? Aside from academic institutions themselves, are there government or private scholarships available now? If you could include any addresses it will expedite my follow-up. Regretably everything will have to be done by mail from out here and September, 1966, admissions will probably have application deadlines set around next March. I'm completely open to any ideas or suggestions you fellas might have.

I see almost no liklihood of our returning to Africa for another term. By virtue of our having been deported from Rhodesia, all colonial areas are closed to us and, although we have been invited to return to Mindolo Ecumenical Foundation, black-white relationships will have been pretty well sorted out in a sense within 2 or 3 years. After that time the influence of a white, much less American, in this particular field will be minimal - more or less like the rest of independent Africa today! The only realistic alternative I can see is the States.

So much for my end of things. I'd be interested in receiving any of your SRC reports which would keep me abreast of the ~~streams~~ currents running below the surface. They would be especially helpful in interpreting the progress being achieved. Out here it is like the late Dr. Charles S. Johnson's interpolation of Will Roger's "Nowadays good news is no news."

Warm regards to all the staff there. Keep up the good work. I am looking forward to hearing from you and Les.

Cordially yours,

Bob

Rev. Robert E. Hughes

First fold here

BY AIR MAIL

PAR AVION
AIR LETTER
AEROGRAMME

ZAMBIA

MR. PAUL ANTHONY
SOUTHERN REGIONAL COUNCIL
4 FORSYTHE STREET
ATLANTA 3, GEORGIA
USA

POSTAGE ZAMBIA FISHING 1/-

Second fold here

Sender's name and address: Hughes
Box 1192
Kitwe, Zambia

AN AIR LETTER SHOULD NOT CONTAIN ANY ENCLOSURE; IF IT DOES IT WILL BE SURCHARGED OR SENT BY ORDINARY MAIL.

To open tear or cut here

August 23, 1965

Mr. John B. O'Hara
Southwest Center for
Human Relations Studies
The University of Oklahoma
Norman, Oklahoma

Dear John:

Many thanks for your letter.

I would enjoy getting together and would like to explore the idea of cooperative efforts.

Do you ever get this far South? Would enjoy having you visit Atlanta.

Hope to see you soon.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

THE AMERICAN JEWISH COMMITTEE

Washington Chapter

Room 906, 1012–14th St. N.W. • Washington 5, D. C. • DIstrict 7-3204

August 24, 1965

AIR MAIL

Mr. Paul Anthony
Southern Regional Council
5 forsythe Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

Recently Miss Mary Alice Baldinger introduced us to the publication "Encounter with the Future" which the National Civil Liberties Clearing House was distributing. We have found it most helpful and wonder if you could send us 3 more copies for our personal distribution. If 3 are too much to ask, 1 or 2 would suffice.

Thank you for your assistance.

Sincerely,

Mrs. Joan Burton

(Mrs.) Joan Burton

August 25, 1965

Miss Pat Martin
Secretary
Southwest Center for Human Relations Studies
The University of Oklahoma
Norman, Oklahoma 73069

Dear Miss Martin:

A copy of "Transition Without Tragedy" is being sent Mrs. Dimery and another is being sent to you under separate cover, should you find it of interest.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 25, 1965

Mr. Arthur Kleinberg
Candaub, Fleissig, Adley & Associates
32 Green Street
Newark, New Jersey 07102

Dear Mr. Kleinberg:

The materials requested in your letter of August 19 are being shipped under separate cover.

As we discussed during your brief visit here, we have very little of the information you request though we are working somewhat along the same lines. A brief report on housing in Richmond is now in draft and we hope it will be available in about a month. A similar report on housing in Atlanta is being worked on though this is at least several months from completion. We will, of course, see that you get copies of these as soon as they are available.

The only materials we have on the specific questions you ask are in our regular research resources; some newspaper clippings, comparative statistics on schools and other areas releaded by public offices, etc. We would be happy to have you check our research department on one of your visits to determine what we have in relations to your needs. If you have any very specific questions, our research department will attempt to answer them, though the answers would come from the above resources which may already be in your possession.

In 1960 we did prepare for a local group a study of the Negro in Atlanta. While outdated, this may be of interest to you. In 1959 we issued a special report prepaped by Robert Thompson, perhaps the most knowledgeable person on this subject in Atlanta. Copies of these are enclosed.

In May, 1964 the Atlanta Urban League (239 Auburn Avenue, N.E.) issued a report, "Some Observations About Minority Housing in Atlanta," also prepared by Thompson. We have only a file copy of this but the Atlanta League probably has copies available.

We have worked in the broadest sense in many areas of race relations in Atlanta during the past five years. And, as we discussed, there is a wealth of talent and agencies here in the city whose experiences might be of interest to you. Perhaps on one of your visits we could discuss possible agencies and individuals and arrange a meeting for you with those whom you feel would be helpful.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 26, 1965

Mrs. Joan Burton
The American Jewish Committee
Room 906
1012 - 14th Street, N.W.
Washington 5, D. C.

Dear Mrs. Burton:

Under separate cover we are sending you the requested three copies of "Encounter With the Future."

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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20

August 26, 1965

Mr. Paul Anthony,
Southern R gional Council,
5 Forsyth St., N W,
Atlanta 3, Georgia

Dear Paul:

I am down to my last file copy of Encounter with the Future, and people keep asking for it.

Could you possibly let me have 15 or 20 more copies?

All the best,

Sinderely,

Mary Alice

Mary Alice Baldinger

Board of Missions of The Methodist Church

CABLE: MISSIONS NEW YORK

FOURTEENTH FLOOR

475 RIVERSIDE DRIVE
NEW YORK, N. Y. 10027

AREA CODE 212
RIVERSIDE 9-0700

WOMAN'S DIVISION
DOROTHY McCONNELL

August 27, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Thanks so much for your letter that came yesterday. I am rushing this little note to you to ask a very important question.

Peggy Billings is the staff person in our Woman's Division carrying the portfolio on race. She and I have been talking about a plan we are trying to evolve for recruiting some special teams of Methodist women for training in preparation for work in areas of great racial tension, on an emergency basis. These, of course, would be volunteers, working possibly for a period of two or three years at least on a special need basis at the expense of the Section of Christian Social Relations in the Woman's Division.

We feel that it would be very helpful to us if we could sit down and talk with you for a couple of hours about this experiment that we are evolving. Your knowledge of the facts and your experience in participating and observing the methods would be very helpful to us. Would you be available for such a conversation on the morning of November 2nd? This date is being suggested because we think that Mrs. Tilly has scheduled her usual fall meeting for November 3 and 4. We hope to be in attendance at her meeting. Please let me know at your convenience whether or not this date is possible. If it is not possible on November 2nd, would November 1st be better?

With my good wishes, I am

Sincerely yours,

Thelma Stevens

Thelma Stevens
Assistant General Secretary
Section of Christian Social Relations

TS:vg

August 31, 1965

Mr. Robert Ryan
1 West 72nd Street
New York, New York 10023

Dear Mr. Ryan:

We are writing you at the suggestion of Mrs. Louis G. Cowan to request your consideration of support to programs in the deep South.

In 1953-54 the Southern Regional Council established Councils on Human Relations in each of the Southern states. These were provided professional staff and appropriate funds with the idea that in eahh state there would be an agency whose members, Negro and white, would work to end segregation. Two goals were set for 1957; each state Council would be autonomous and each would have a base of financial support from within the state. The first goal was accomplished, the second fell far short. None of us had foreseen the degree of bigger opposition to any kind of interracial activity following 1954. Therefore SRC has continued to provide the state Councils with financial assistance as well as program assistance to the extent possible. (Currently this is approximately $50,000 per year for the ten staffed Councils.)

While all these groups have had difficulty, those in the deep South have been especially hard pressed. The Mississippi Council was driven out of existence in 1957 and did not reappear until two years ago. (The treasurer of this group was shot and seriously injured two weeks ago.) The first director of the Alabama Council was jailed and under constant harassment. He is now a missionary in Africa. The second director and his family were under such pressure

in Birmingham that they had to leave the state last year. Now the Council headquarters is in Huntsville and the situation is improved. Georgia and Florida have more promising conditions, especially in the larger cities, but these states have areas more akin to Mississippi and the staff of both have had their difficulties.

The following is a brief summary of these Councils.

Mississippi: Reorganized in 1963 by a group of hearty Mississippians. Now staffed with a young Tennessean, Kenneth Dean, as director. Over 200 members, four local Councils, and a vigorous program. Works very closely with all other groups in the state and is beginning to make progress in areas heretofore almost completely closed.

Alabama: Now under the direction of a young Presbyterian minister, Edwin Stanfield of Arkansas. Membership has grown from less than 400 to over 1,000 in less than a year. Over $20,000 has been raised from within Alabama. They are conducting successful Head Start programs, have eleven local Councils, with a range of interests and accomplishments.

Georgia: 1465 members in fourteen local Councils. Effective work in crisis situations such as Albany and Americus, currently in a state-wide campaign to register Negro children in formerly white schools. Talented staff of four headed by Mrs. Frances Pauley, former president of the League of Women Voters of Georgia.

Florida: Approximately 2,500 members in 20 local Councils. Imaginative and effective programs in the larger and more liberal cities. Serious difficulty in making progress in central and northern Florida. Directed by Edwyn Lewis, who left a very successful business career to work in this field.

All of these Councils operate on a completely integrated basis in staff, policy, board and membership. All are dedicated to the idea that if the South is to achieve true integration it must be done by the citizens involved working on every sphere of community life from schools to neighborhoods. None have illusions about being the sole answer or the only agency. They do feel, correctly we think, that their approach is valuable and necessary. All welcome and seek cooperation with all groups of like purpose. In the best instances the membership of these Councils ranged

from SNCC to the white business community. In many situations, the Councils are the interpreters and supporters of the direct action movement. (Thus it was that white members of the Birmingham Council first went to Selma to picket to show that whites in Alabama also supported the issues there.)

For years these groups could do little more than survive. This, though, they have done. In the process they have developed support, membership, and skills. Now they are in a society rapidly becoming resigned to change if not in support of it. They have been a part of, but relatively incidental to, the predominantly Negro movement which has changed the laws and knocked down the barriers. Now they, or someone like them, must take our present situation where there is an absence of legal segregation and the widespread existence of token desegregation to the desired end of a truly integrated society.

Finally, all are in need of additional financial assistance beyond that which SRC and others can now provide. Should you be interested we would like to propose that any gift made be distributed to the above four Councils with actual amounts determined by us according to the relative need and financial condition of each at the time.

Contributions to the Southern Regional Council are tax exempt. We will, of course, respect any stipulations you wish to make. Donors are always provided an audited statement reflecting the use of gifts following the close of the calendar year.

Several items are enclosed which may give you further i information on the work of the state Councils. Also enclosed is an SRC pamphlet, "Encounter With the Future," a commentary on the direct action movement. I have attempted to make this request very brief but would be happy to supply any additional information you might wish. Should you feel it necessary, I would welcome an opportunity to come to New York to discuss this with you.

With best wishes,

Sincerely,

Paul Anthony
Executive Director Designate

PA:mm

August 31, 1965

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington, D. C. 20036

Dear Mary Alice:

Under separate cover we are sending the requested 20 copies of "Encounter."

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 31, 1965

Miss Thelma Stevens
Assistant General Secretary
Section of Christian Social Relations
Board of Missions of the Methodist Church
475 Riverside Drive
New York, New York 10027

Dear Thelma:

The morning of November 2nd is fine with me and I shall look forward to seeing you and Peggy Billings then, if not before.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 1, 1965

Mr. R. L. Hunt
Department of Educational Development
National Council of Churches of Christ
475 Riverside Drive
New York, New York 10027

Dear Mr. Hunt:

Thank you very much for your thoughtful letter.

While I expect to spend very little time in New York during the next several months, I shall certainly check with you when I am in the city to see if you are available.

It would be good to meet with you and your colleagues.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

SEP 7 - 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, NW.
Atlanta, Georgia 30303

Dear Mr. Anthony:

This Office has received your letter of July 30, 1965, enclosing a letter from Mrs. Shirlee Gaines of Marianna, Florida concerning the desegregation of schools in Dothan, Alabama.

We would like more specific information on this situation, including if possible, the newsclippings mentioned, so that we may investigate the operation of the plan for desegregation of the Dothan school system, to assure the compliance with the Civil Rights Act of 1964.

We will be awaiting whatever information you can provide.

Sincerely yours,

David S. Seeley
Director
Equal Educational Opportunities
Program

September 7, 1965

Mr. Ian McCrae
The United Christian Missionary Society
222 South Downey Avenue
Indianapolis, Indiana

Dear Ian:

Thanks for your good letter.

I hope you are planning to be at the Southern Interagency Conference meeting here next week. It is good news to know you will likely be able to get to Atlanta more often.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 9, 1965

The Rev. Robert E. Hughes
Box 1192
Kitwe, Zambia

Dear Bob:

It's good to hear from you and good to know the Hughes are returning. And good to know you may return to agency do-gooding. We need you.

Your questions are very difficult to answer. First, we don't know of any graduate program of human relations that is either that good or particularly oriented to the problems of the region. (Your experience at Boston may be typical.) We tend to put considerably more faith in the more traditional fields such as political science, history, economics, etc. I don't know your interests in these fields, or how your previous work would relate to them in terms of degree requirements, but would like to have your reaction. The University of North Carolina at Chapel Hill continues much of its fine tradition and has good men in some of these departments. (Besides which, Chapel Hill is considerably more pleasant and less expensive than most places.) If any of these fields interest you we could suggest names of acquaintances and write on your behalf. Also, we could look at departments at other schools (such as Emory), given your reaction, and explore some of the possibilities for you.

Finances too are difficult. The John Hay Whitney Foundation, (111 W. 50th Street, Room 9-68, New York 20, New York) has very generous scholarships for advanced study of most any nature to disadvantaged students. I don't know if you would fit into their definition or not but a letter of inquiry from you outlining background and needs might be in order.

After getting some more indication of field and possibly school, we can do more about this, perhaps. We might also explore the possibility of part-time work, depending on your needs and available time.

All of this is very general but before we go further I'd like to get your reaction to studying in one of the related fields. If nothing more, I hope this will assure you that we would like to do anything possible to help and will get about it as soon as we hear from you.

Momentous changes here. At the end of the month Les goes to New York to become Executive Director of the Field Foundation and I follow him here.

Let us hear from you soon. Best to you, Dottie, and the children.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

mm

The Clergy Economic Education Foundation

605 Evergreen Street
West Lafayette, Indiana
P. O. Box 618

OLIN W. DAVIS
Executive Director

September 13, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia, 30303

Dear Mr. Anthony:

Your letter of September 3rd finally arrived last Friday, the 10th.

We deeply regret that you will be unable to be with us on the afternoon of the 16th. However, we shall be in Atlanta that morning as another meeting has been set up for the a.m. If time permits, I shall give you a call then as I would like to have your counsel again.

Sincerely,

Olin W. Davis

Olin W. Davis

OWD:mh

NOTE-O-GRAM®
NG BOARD • BOX 505 • DALLAS, TEXAS

THE CLERGY ECONOMIC EDUCATION FOUNDATION

GRADUATE HOUSE • WEST LAFAYETTE, INDIANA 47906 • PHONE 92-2544

MESSAGE

TO Mr. Paul Anthony, Director
Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

DATE September 7, 1965

Dear Mr. Anthony:

Only a week has passed since I wrote to you concerning seeing you and Dr. Harry Richardson on the 16th. However, we are most anxious to know whether you will be able to do so and I am, therefore, writing to you again in this regard.

Perhaps to facilitate a speedy reply, you could use the other side of this sheet and return it to us.

We would be very pleased if it would be possible for you to be with us.

BY Olin W. Davis

REPLY

DATE September 9, 1965

Mr. Olin W. Davis

The Clergy Economic Education Found.

West Lafayette, Indiana

Dear Mr. Davis:

In Mr. Anthony's absence, I am enclosing a copy of the letter he wrote you on September 3.

SIGNED Marge Manderson

RECIPIENT KEEP THIS COPY; RETURN WHITE COPY TO SENDER

The Clergy Economic Education Foundation
605 Evergreen Street
West Lafayette, Indiana
P. O. Box 618

OLIN W. DAVIS
Executive Director

August 30, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

I have been in communication with Dr. Harry Richardson of the Interdenominational Theological Seminary and plan to see him on the afternoon of September 16th around 3:00 p.m.

I am taking the liberty of inviting you to meet with us, if convenient, as your counsel is greatly appreciated. I shall be looking forward to seeing you again.

Best regards.

Sincerely,

Olin W. Davis

Olin W. Davis

OWD:mh

August 5, 1965

Mr. Olin W. Davis
Executive Director
The Clergy Economic Education Foundation, Inc.
605 Evergreen St.
West Lafayette, Indiana

Dear Mr. Davis:

Thank you for the material. It has been read with interest.

Please let us know of your next visit and any possible help we can be to you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

The Clergy Economic Education Foundation

sponsor of

Clergy Economic Education Workshops

605 Evergreen Street, West Lafayette, Ind.

Dr. Olin W. Davis, *Executive Director*

Vol. 4, No. 2 | *Published Semi-Annually* | Summer 1965

SUMMER GREETINGS

Another winter has passed and, with the advent of summer, your semi-annual newsletter crops up. So again we welcome the opportunity to greet our old friends, *Alumni* and sponsors of the *Clergy Economic Education Foundation.* We wish that we could write to each of you personally but, since time makes this impossible, please accept this as the next best substitute.

* * * *

HEARTFELT APPRECIATION

The *American Iron and Steel Institute,* the *American Federation of Labor and Congress of Industrial Organizations,* the *American Petroleum Institute, The Ford Foundation, Lilly Endowment, Inc.,* the *National Association of Manufacturers,* and the *National Consumer Finance Association* continue their loyal cooperation and support of the *Foundation.* We are deeply grateful to these contributors for making the *Foundation's* work possible.

* * * *

WRITE THIS DOWN NOW!

Our mailing address should be changed to: *The Clergy Economic Education Foundation, Graduate House, West Lafayette, Indiana.* Our telephone number will be changed on August 2nd to: 92-2544. Please note these changes in your address book.

* * * *

ON BOARD THE GOOD SHIP, CEEF

Colonel James T. Hennessey (just call him "Jim") is now with the *Foundation* as Associate Director. Upon his retirement in March from an active career of 26 years, Jim was awarded the first Oak Cluster to the Legion of Merit. Prior to his army service, he was a Field Scout Executive for the Boy Scouts of America. Jim is a worthy addition to the staff of the *Foundation* and we know that you will enjoy meeting him. Welcome aboard, Jim.

* * * *

MORE STAFF ITEMS

John Reinbold, formerly Assistant to the Director of the *Foundation,* has now been appointed Assistant Director of the Center for Continuing Education at the University of Notre Dame. Mr. Reinbold received the Ed.D. degree from Indiana University at the close of this spring semester. We wish him success in his new career.

(continued on page 2)

Ed Ahern, Special Consultant for the *Foundation,* has taken a temporary leave of absence due to illness. Have a speedy recovery, Ed.

* * * *

PROGRAMS—PAST AND PRESENT

The first Nebraska *Clergy Economic Education Foundation* program was held at Boys Town, February 14-18. It came immediately after the worst snow storm in Nebraska for 20 years. This did not deter the clergy, however, and the conference was well attended by a responsive and enthusiastic group.

One dark night, an attending Rabbi accidentally wandered into the nunnery—mistaking it for the building in which the clergy were housed for the conference. This resulted, to his embarrassment, in much good-natured kidding for the remainder of the program.

As a by-product of the conference, we have received word from Father James M. Barnett of the Trinity Episcopal Church of Norfolk stating that his area is now considering inviting university economists to conduct a workshop for them in Norfolk so that all of the clergymen there may have a deeper understanding of economics.

At a follow-up meeting in Omaha, representatives of business, labor and agriculture voted to continue the program for Nebraska.

The Ohio Refresher Course was held on February 22nd during another snow storm. John Hicks' plane failed to arrive, leaving Father Hogan to carry the program for the entire day. This he did with his usual adeptness and the Refresher was most worthwhile.

Western New York held its first program at the Kissing Bridge Ski Lodge, Glenwood, New York, April 25-29. It was well attended by the clergy and representatives from agriculture, labor and business.

The Pittsburgh area held its sixth successful conference, May 2-5, followed by Colorado in its second year. Wisconsin and Tennessee had their second year conferences in June, after which were Michigan, Washington and Illinois. A total of more than sixty programs shall have been held by the time this newsletter reaches your mailbox.

* * * *

FUTURE PROGRAMS

Repeat conferences yet to be conducted during 1965 are Kansas, Indiana, Oklahoma, Minnesota, Oregon, Ohio, Florida and Southern California. Utah, Eastern Pennsylvania and Georgia will hold their first programs this summer and fall. The one in Utah is to be at the Chateau Apres, Park City, Utah, July 11-15. Anyone desiring further information about these conferences should write to the *Foundation.*

* * * *

REMINDER

Our new address is: Graduate House, West Lafayette, Indiana. Our new phone number as of August 2nd will be: 92-2544.

(continued on page 3)

OBITUARY ITEM

It is with the deepest sorrow that we report the death of William H. Book of Indianapolis on April 29, 1965. He was a fine man, a great help to the *Foundation,* and a sincere friend of all man-kind. As a civic leader, Mr. Book devoted much of his time to community and charitable groups. The list of his good works would be too long to enumerate here. He will be sorely missed by all who knew him. Mr. Book served on the *Foundation's* Board of Directors as a representative of the *National Association of Manufacturers.*

* * * *

NEWS ITEMS

John H. Bivins has been elevated to Vice President of Public Affairs, the *American Petroleum Institute.* His prior position as Director of the Committee on Public Affairs has been filled by Mr. Stephen P. Potter.

Dr. Edward S. Foust has been elected President of the Omaha Area Council of Churches.

The Rev. Laurence T. Beers who attended the Pittsburgh program in 1962, has become the Executive Secretary of the United Churches of Lackawanna County, Pennsylvania.

Our President of the Board, Mr. J. L. Brenn, and his wife spent a month during the winter at North Miami Beach, Florida. Their Golden Wedding anniversary will be July 1. Our congratulations to Jack and Fannie!

Tom Cougill, Vice President of the Board of Directors, has received the Distinguished Service Award of the *National Consumer Finance Association.* Only 76 persons have received this award in the 49 year history of the Association.

Lloyd E. Skinner of Omaha, Chairman of the Nebraska Clergy Economic Education Committee, has been re-elected to a third term as President of the National Small Business Association.

* * * *

STATE DIRECTORS MEETING

Directors of the state programs met at the Bismarck Hotel, Chicago, January 7-8. Twenty states were represented at the meeting. The two-day session of discussions and the interchange of ideas resulted in a stimulating and creditable meeting.

* * * *

A MESSAGE FROM YOUR EXECUTIVE DIRECTOR

Greetings to all.

The past six months have been extremely busy ones but, I hasten to add, rewarding ones. It is gratifying to know that the *Foundation* will have initiated twenty-one programs in the United States.

We have experienced a tremendous loss by the death of William H. Book. He was indeed a friend to all men. His opinions were firm but he respected the rights of others to be heard.

(continued on page 4)

I would like to express our appreciation to the men who are directing the state programs in this important area of economic education. Each State Director has contributed much to this vital cause.

Sincere thanks go to the hundreds of representatives from agriculture, labor and business who have attended and participated in the various state programs and who have made their continuation possible. It has been good to know each of you.

Many times we wish we were privileged to re-visit the thousands of attendees of the conferences—both clergy and lay. We continue to receive encouragement from the many letters you send us.

We recently conducted a survey of a number of theological seminaries across the nation and found that only a few offer a course in economics —and it is a course related to church management. Some seminaries are contemplating an offering in basic economics.

One more "thank you"—to those who have sent information about the *Foundation's* program to friends or related organizations in new states. These letters and calls have been very helpful in establishing new programs.

My best personal regards.

—Olin W. Davis

* * * *

EXPERIMENTAL SUCCESS

The *Foundation* is constantly striving to present a balanced picture of the American economic system. This is a difficult task since economics —unlike physics, for example—is not an "exact" science. On many issues, men of intelligence and complete honesty often hold varying views. In order to more completely achieve the goal of fairness, two speakers have been used to present opposing viewpoints on each of two topics, "The Price and Market System" and "The Distribution of Income." Judging by the comments of the clergy participants, we would say that this has been highly successful. It will be recommended for future programs.

* * * *

THANKS

We wish to thank all of our clergy friends from around the nation for the wonderful letters that continue to arrive. They give us renewed energy and reinforce the conviction that our work is worthwhile.

* * * *

HEY! DON'T MISS THIS

Don't forget our address change and new phone number. Do you have it now?

* * * *

AMEN

We will "see" you again with the winter edition of the *Workshop Diary*. Best wishes for your happiness and good health. Until the next time—your co-editors, Frank Fernbach of the *AFL-CIO* and Maxine Heinze, *CEEF* Secretary of the Board, acting pro tem.

Workshop Diary

The Clergy Economic Education Foundation

sponsor of

Clergy Economic Education Workshops

605 Evergreen Street, West Lafayette, Ind.

Dr. Olin W. Davis, *Executive Director*

Vol. 4, No. 1 | *Published Semi-Annually* | Winter, 1965

DEAR FRIENDS:

Once again, we have this wonderful opportunity to say "HELLO" and to pass on a few bits of news and views to the *alumni* and other friends interested in the *Clergy Economic Education Foundation.* During the past six years, the *Foundation* has grown and the acorn of an idea has grown into an oak of achievement. A total of fifty-five programs in economic education for the clergy have now been held. Twenty-one more will be held in 1965. Our mailing list at the present time includes almost 3,000 *alumni* and friends. (If any of you have changed your address, will you please send us your new one?)

* * * *

DUE APPRECIATION

The *Foundation* expresses its deepest appreciation for the continued loyal cooperation and support of its financial sponsors: the *American Iron and Steel Institute* . . . the *American Federation of Labor and Congress of Industrial Organizations* . . . the *American Petroleum Institute* . . . the *Ford Foundation* . . . the *Lilly Endowment, Inc.* . . . the *National Association of Manufacturers* . . . and the *National Consumer Finance Association.* The expansion of the program of the *Foundation* is made possible only through the contributions of these fine organizations.

* * * *

REPEATS IN '64

On-going *clergy economic education conferences* were held in the following states in 1964: Florida, Illinois, Indiana, Kansas, Kentucky, Michigan, Minnesota, Ohio, Oklahoma, Oregon, Pennsylvania, and Washington.

* * * *

NEW STATE PROGRAMS IN '64

New programs were held in the spring and early summer in Colorado, Tennessee, and Wisconsin. These states have voted to continue the program.

A new program for the southern California region was held at the University of California's Residential Conference Center at Lake Arrowhead, November 8-12. The setting and facilities were fabulous—to use Hollywood's terms—but we were besieged by a deluge of rain and snow. Despite the opposition of the weather, the conference was highly successful.

* * * *

PROGRESS FOR '65

Georgia, Nebraska, New York, eastern Pennsylvania, and Utah will have their first programs in 1965. Thomas E. Moore, Director of Continuing Education, University of Omaha, is the State Director in charge of the Nebraska program which will be held at Boys Town, February 14-18. Dr. H. R. Smith, Head of the Department of Management at the University of Georgia, Athens, is the State Director of the Georgia program, November 28 to December 2. The location of the conference is undecided, as yet.

(continued on page 2)

The State Director of the New York program is Robert F. Berner, Dean, Millard Fillmore College, State University of New York at Buffalo. Their conference dates are April 25-29 at Kissing Bridge. The dates and location of the eastern Pennsylvania program have not been established at this time, nor have they been for Utah. However, the State Director for eastern Pennsylvania is Dr. William P. Houpt, Director of Public Relations, West Chester State College, West Chester, Pennsylvania. The State Director for Utah is Dr. Joseph S. Peery, Division of Continuing Education, University of Utah, Salt Lake City.
If you have friends in these states who might be interested in attending, please have them contact the State Directors listed above.

* * * *

HEADLINER

A participant in the Colorado program, May 10-14, made the newspaper headlines one week later. The Rev. Joseph J. Lievens of St. Francis de Sales Church of Denver ended a tense drama by persuading a distraught young man that he should turn his gun over to the police. The man was holding his gun at his wife's head and was threatening to kill her if the police used tear gas or fired upon him.

* * * *

ECUMENICAL NEWS

Another Colorado Priest, Father Edward Vollmer of the Sacred Heart Roman Catholic Church in Boulder and the Rev. Dr. Robert Hall Mayo, Minister of the First Presbyterian Church at Boulder, met and became acquainted at the *Foundation*'s Colorado workshop. As a result, both churches have embarked on a cooperative venture in the sponsorship of a Cuban refugee family. There are things to be gained at the workshops apart from the field of economics.

* * * *

MAIL ITEMS

The Rev. Harold Hoffman, Minister of Education, First Baptist Church, Indianapolis, Indiana, writes us that—as a result of the inspiration coming from the conference—he has set up an evening discussion meeting with the senior high and older youth on the subject, "Christianity and the War on Poverty."
Many other interesting items come to us in the mail from our clergy participants and we shall endeavor to print more of these in our forthcoming newsletters.

* * * *

GUIDING LIGHTS

It is with great regret that the *Board of Directors* has accepted the resignations of Dr. Carl F. Hawver and F. Roe Weise. Both of these men have been on the *Board* since the *Foundation*'s incorporation and have displayed a keen interest in its activities. They will both be sorely missed. The *National Consumer Finance Association* has named William S. Naughton as Dr. Hawver's replacement. The vacancy resulting from the resignation of Mr. Weise will be filled in the near future.
The *Officers* and *Directors* elected at the November 4th meeting are as follows:

President:

J. L. Brenn, Chairman of the Board
Huntington Laboratories, Huntington, Indiana

Vice President:

Thomas H. Cougill, Vice President
Pacific Finance, Indianapolis, Indiana

(continued on page 3)

Secretary:
Maxine Heinze (non-*Board* member), Executive Assistant
Clergy Economic Education Foundation, West Lafayette, Indiana
Treasurer:
Walter Bischoff, Vice President (retired)
Old National Bank, Evansville, Indiana
Executive Director:
Olin W. Davis
Economic Education Projects, University Extension,
Purdue University, Lafayette, Indiana
Directors:
William H. Book, Associate Director
Clergy-Industry Relations Department, National Association of
Manufacturers, Indianapolis, Indiana
R. H. Collacott, Director of Public Relations
The Standard Oil Company, Cleveland, Ohio
George Doup, President
Indiana Farm Bureau, Inc., Indianapolis, Indiana
Frank Fernbach, Assistant Director
Department of Research, American Federation of Labor and
Congress of Industrial Organizations, Washington, D.C.
Rev. William Hogan, S.J., Director of Research
Fordham University, New York, New York
Charles H. Lawshe, Dean
University Extension Administration, Purdue University,
Lafayette, Indiana
William S. Naughton, Director
Industry Relations, National Consumer Finance Association,
Washington, D.C.
Dallas Sells, President
Indiana American Federation of Labor and Congress of
Industrial Organizations, Indianapolis, Indiana
J. H. Weisberger, Manager
Advertising and Public Relations, Pittsburgh Steel Company,
Pittsburgh, Pennsylvania
Bancroft Yarrington, Assistant District Director
Public Relations, United States Steel Corporation, Gary, Indiana

* * * *

STAFF ADDITION

Col. James T. Hennessey, whom some of you have already met, is retiring from an exceedingly active and meritorious career in the army. He will be joining the *Foundation* early in 1965 in the capacity of *Associate Director.*

* * * *

EXECUTIVE DIRECTOR'S MESSAGE

Greetings to all.

The past year has been full and rewarding—full so far as being able to find days free to do all that we had desired to do; and rewarding in that all state programs successfully continued and that five new states have accepted programs for 1965. My personal thanks go to all of the regional and state directors and to the hundreds of representatives from business, labor and agriculture. You are responsible for the splendid programs of 1964.

Many have questioned our reluctance to expand our home staff office help. This was only because we could not experiment. We were determined that the *Clergy Economic Education Foundation*'s representatives must be of top caliber. Therefore, we now welcome Col. James T. Hennessey as *Associate Director.* I have known Jim Hennessey for thirty-seven years and consider him ideally suited for our work.

(continued on page 4)

Mrs. Maxine Heinze has been with us for more than a year. Her interest and devotion to the *Foundation*'s program has resulted in her being selected as *Executive Assistant to the Director.* The *Board of Directors* also named Mrs. Heinze as *Secretary of the Board.*

With these additions of qualified and competent staff members, we are confident that we can serve you more adequately in the future. We re-affirm our one tenet in this program: we believe in the American economic system; we want it preserved and strengthened.

The man who first said, "A man's judgment is no better than his information," uttered profound words. We trust that the *Foundation* has provided reliable information regarding the complex area of economics in our daily lives.

There has been a real personal joy for me in knowing each of you.

NOTE: We are endeavoring to compile all of your delightful stories into a "Clergyman's *Him* Book." Please, send us your favorite ones.

—Olin W. Davis

* * * *

HERE AND THERE

Charles G. Williams has been appointed Director for Religion for *Lilly Endowment, Inc.* We look forward to a long and friendly association with Mr. Williams.

Dean Bill Bradford, State Director of the Illinois program, took a trip around the world, returning home in October. The purpose of his trip was to do a survey on the administrative organization of the University of Baghdad for the *Ford Foundation.*

Dr. Roman Warmke of the University of Minnesota has been named the mid-west *Regional Coordinator* for the *Foundation. Rome*—whose Minnesota State *Council* on Economic Education conducts the clergy program in that state—informs us that one of the ministers, after expressing his appreciation for the conference, added, "But as a Protestant minister, I feel a bit chagrined about extending my appreciation to *Rome* and the *Council.*"

A WORKSHOP DIARY would not be complete without some mention of the John Hick's family. This time it is a girl, born December 7th, and thus increasing the number of Hicks children to a total of eight.

Ohio, which held its third *Clergy Economic Education Conference* in September, plans to have a one-day refresher course on February 22nd. Dr. Ralph S. Kaczor of Kent State University is in charge. Pennsylvania has held two refresher courses in the past. We hope that other states will soon follow suit.

John Gach led an N.E.A. tour to Hawaii this past summer. His talents are wide-spread. Aboard ship, he won the hula contest. John is Wisconsin's State Director.

We regret the passing of the wife of Bertis Capehart, Director of the Education Department of the *American Iron and Steel Institute.* Our deepest sympathies are extended to Dr. Capehart.

Frank Fernbach, your co-editor and the *AFL-CIO* representative on the *Foundation*'s *Board of Directors,* will spend the last two weeks of January in San Juan, Puerto Rico, as a member of a tripartite governmental commission to review the minimum-wage structure in the shoe and petroleum industries there.

* * * *

LAST WORD

The WORKSHOP DIARY's co-editors insist upon the last work—our very best wishes for all of you. William H. Book and Frank Fernbach.

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Old National Bank, Evansville, Indiana

EXECUTIVE DIRECTOR

Olin W. Davis,
Economic Education Projects, University Extension, Purdue University, Lafayette, Indiana

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Indiana Farm Bureau Inc., Indianapolis, Indiana

Frank Fernbach, Assistant Director
Department of Research, American Federation of Labor and Congress of Industrial Organizations, Washington, D.C.

Rev. William Hogan, S.J., Director of Research
Fordham University, New York, New York

Charles H. Lawshe, Dean
University Extension Administration, Purdue University, Lafayette, Indiana

William S. Naughton, Director, Industry Relations, National Consumer Finance Association, Washington, D. C.

Dallas Sells, President
Indiana American Federation of Labor and Congress of Industrial Organizations, Indianapolis, Indiana

J. H. Weisgerber, Manager
Advertising and Public Relations, Pittsburgh Steel Company, Pittsburgh, Pennsylvania

Bancroft Yarrington, Assistant District Director
Public Relations, United States Steel Corporation, Gary, Indiana

THE CLERGY ECONOMIC EDUCATION FOUNDATION, INC.

FOUNDED 1959

605 EVERGREEN STREET, P.O. BOX 618
WEST LAFAYETTE, INDIANA

GRADUATE HOUSE
PURDUE UNIVERSITY
PHONE 92-2443

OLIN W. DAVIS
EXECUTIVE DIRECTOR
HOME PH. 743-2778

The Clergy Economic

THE NEED FOR ECONOMIC EDUCATION FOR CLERGY

Critical periods of great change inevitably raise many problems which press for solution. Unless the citizens of a democracy have an understanding of the society in which we live, they cannot act rationally in solving these problems.

Most of the critical problems in the world today, upon which the issues of war and peace and democratic survival seem to hinge, are economic in nature.

Members of the clergy are often called on to interpret economic issues. Clergymen, through sermons and counseling, are responsible for helping citizens to develop understandings of our economic order -- its nature, problems, and potentialities. To do this satisfactorily, clergymen need to understand current economic issues. They must be prepared to deal with economic problems, to interpret economic data, and to use these skills in their duties as clergymen.

THE BACKGROUND OF THE PROGRAM

In 1957, Purdue University initiated a one-week program in economic education for the clergy of all faiths. This was made possible by contributions from Indiana organizations representing agriculture, business, and labor.

The results of the first and subsequent conferences far exceeded expectations. Here clergymen of all faiths for the first time were able to hear not only academic presentations of various economic topics, but also the viewpoints of agriculture, business, and labor on these subjects. Further, ample time was provided for clergy participation in discussion.

The response of clergymen to this type of program has been gratifying and they have participated with great zeal and enthusiasm. They have indicated their approval of the fact that during these conferences no one group or interest has been given "favored" treatment, that all groups have been heard and that all sides of key economic issues have been discussed. By their own statements, many have felt that participation in the conference has better equipped them to carry on their clerical duties.

Visitors to the conferences also indicate a keen interest in the program. One out-of-state visitor at the 1958 conference at Camp Limberlost, writing for his organization's national publication, had this to say in part:

Limberlost Legend. . . . . ."If it is possible to start a new legend in this year of our Lord, 1958, then I think I may have witnessed the birth of one in the Limberlost country of Indiana.. To be more accurate, I suppose I'd have to say that the legend started in 1957 with the first economic workshop for clergy sponsored by Purdue University. But I wasn't present to see that one, and anyway, what's a year or two among legends.

"I had heard great things about a workshop for clergymen out at Camp Limberlost on Lake Oliver in Indiana and it seemed that no one workshop could accomplish all the things that participants felt that this one had accomplished. If enthusiastic reports were true, then here was certainly the dog-gondest implement of public relations, community relations, economic relations, human relations, and, I suppose, ecclesiastical relations that man had ever seen.

"I attended the August workshop because I wanted to see for myself, and I saw. After two days, I was echoing. . . [the] declaration that we ought to have at least one such workshop for clergy in every state in the Union."

Many other visitors asked why such a program could not be made possible in their respective areas. As a result, the Clergy Economic Education Foundation came into being.

THE CLERGY ECONOMIC EDUCATION FOUNDATION

The Foundation is an educational and charitable, nonpolitical and nonprofit organization incorporated in the State of Indiana under the Acts of 1921. Although currently housed at Purdue, it has no legal connection with the University.

▸ **Objectives:** The Clergy Economic Education Foundation was organized for the sole purpose of bringing a factual and comprehensive analysis of

Education Foundation

the American economic system to clergymen of all faiths.

▸ **Support:** The Foundation "is to actively encourage sponsoring membership by responsible national elements in agriculture, labor, and management, as well as philanthropic and/or nonpolitical endowments and foundations" (Articles of Incorporation, Article III).

▸ **Direction:** The Foundation operates under the guidance of a board of directors. The board shall at all times include representatives of agriculture, business, and labor, as required by the Foundation's bylaws.

▸ **Clergy Economic Education Conferences:**

NUMBER: The Foundation endeavors to establish a minimum of three new conferences per year.

SPONSORSHIP: Each new conference is conducted in cooperation with an interested organization of the state or area, e.g., a state college or university, economic committee, council, or advisory board.

FINANCING: The Foundation is prepared to staff, program, and finance the initial year's program in new states or areas. Participating clergymen are selected by church leaders and receive scholarships covering all costs but transportation.

NATURE: The Foundation is pledged to incorporate all areas of the American economic structure in its programs, including agriculture, business, and labor.

▶ TYPICAL STATEMENTS FROM THE HUNDREDS OF LETTERS RECEIVED FROM PARTICIPATING CLERGYMEN ON THE MERITS OF THIS PROGRAM:

▸ **Educational**

"This workshop excellently gave me a knowledge of economics, a concern for the problems, and an optimism for the American and world picture that I did not have before. It is encouraging to realize how much of labor, management and farm leadership is concerned about the common good of our nation and world, and how successful they are becoming in finding ways of easing tensions and living together in a growing and prospering national and world economy."

* * *

"For one such as myself who never had a course in economics, it was of immeasurable value. The organization of the Conference, the excellence of the speakers and the depth of content that they were able to present in a simple way made it one of the finest conferences of any type that I've ever attended."

* * *

▸ **Objective**

"The most appreciated aspect of the whole workshop for me was the objectivity of the program. You have had few, if any, men come with more skepticism and apprehension than did this fellow. To discover that the purpose was not to 'brainwash' but to present as unbiasedly as possible certain economic facts was tremendously welcome. I also appreciate the careful manner in which the speakers would differentiate between economic facts (as they saw them) and private opinions."

* * *

▸ **Inter-Faith Understanding**

"Not least among the conference's benefits was the splendid opportunity to meet and talk with our brothers 'of the cloth.' This was a most remarkable ecumenical gathering."

▶ Inquiries concerning the Foundation may be secured by writing or calling:

Olin W. Davis, Executive Director

James T. Hennessey, Associate Director

Mrs. Maxine Heinze, Executive Assistant

The Clergy Economic Education Foundation
605 Evergreen Street
West Lafayette, Indiana
PHONES: 92–2443
RI3–2778

Please address all mail to:
Graduate House
West Lafayette, Indiana

CLERGY PROGRAMS AND CO-SPONSORING INSTITUTIONS – 1957-1965

INDIANA 1957
Purdue Economic Education Advisory Board
University Extension Administration
Purdue University, Lafayette
Dr. Olin W. Davis, Director

KENTUCKY 1959
Kentucky Clergy Economic Education Foundation
University of Kentucky, Lexington
Dr. C. R. Hager, Director

WESTERN PENNSYLVANIA 1960
Pittsburgh Conference Clergy Economic Education
Pittsburgh
Co-Chairmen:
James L. Marks, Jr., United States Steel Corporation
J. Edward White, Committee on Civil Rights, United Steel Workers of America

WASHINGTON 1960
Northwest Council on Economic Education
Seattle
Dr. Lyle Stewart, Director, Assistant Superintendent of Public Schools

KANSAS 1961
Kansas Clergy Economic Education Foundation
University of Kansas Extension Division, Lawrence
Prof. J. U. Adams, Director

MICHIGAN 1961
The Clergy Economic Education Committee
Central Michigan University, Mt. Pleasant
Prof. Howard R. Sommer, Executive Secretary

OHIO 1962
Ohio Clergy Economic Education Foundation Committee
Kent University, Kent
Dr. Ralph Kaczor, Executive Director

OKLAHOMA 1962
Oklahoma Council on Economic Education
Oklahoma State University, Stillwater
Dr. Clayton Millington, Executive Director

OREGON 1962
Oregon General Extension Division of Oregon State System of Higher Education
Eugene Center, Eugene
Dr. Thomas L. Dahle, Director

FLORIDA 1962
The Clergy Economic Education Committee
University of South Florida, Tampa
Dean Charles N. Millican, Director

MINNESOTA 1963
Minnesota Council on Economic Education
University of Minnesota, Minneapolis
Dr. Roman Warmke, Director

ILLINOIS 1963
Illinois Council on Economic Education
Northwestern University, Evanston
Dean William Bradford, Director

COLORADO 1964
Colorado Clergy Economic Education Committee
University of Colorado, Boulder
Prof. William D. Boub, Director

TENNESSEE 1964
Tennessee Clergy Economic Education Committee
University of Tennessee, Knoxville
Prof. Allan Thurman, Director

WISCONSIN 1964
Wisconsin Clergy Economic Education Committee
Wisconsin State University, Stevens Point
Dr. John J. Gach, Director

SOUTHERN CALIFORNIA 1964
Southern California Committee for Clergy Economic Education Committee
University of California at Los Angeles
Dr. Francis M. Fillerup, Director

NEBRASKA 1965
University of Omaha, Omaha
Prof. Thomas E. Moore, Director

WESTERN NEW YORK 1965
State University of New York at Buffalo
Dean Robert F. Berner, Director

UTAH 1965
University of Utah, Salt Lake City
Dr. Joseph S. Peery, Director

EASTERN PENNSYLVANIA 1965
West Chester State College, West Chester
Dr. William P. Houpt, Director

GEORGIA 1965
University of Georgia, Athens
Dr. George Horton, Director

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Eastern:
DR. RALPH S. KACZOR, Kent State University, Kent, Ohio

Mid-Western:
DR. ROMAN WARMKE, Director, Economic Education Business Administration Building, University of Minnesota, Minneapolis 14, Minnesota

Western:
DON LOW, Consultant, Division of Continuing Education, Portland Continuation Center, 1644 S. W. Park Avenue, Portland, Oregon

Southern:
DEAN CHARLES N. MILLICAN, School of Business, University of South Florida, Tampa, Florida

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EDWIN W. AHERN, 605 South Sleight Street, Naperville, Illinois

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- AMERICAN IRON AND STEEL INSTITUTE
- AMERICAN PETROLEUM INSTITUTE
- FORD FOUNDATION
- LILLY ENDOWMENT, INCORPORATED
- NATIONAL ASSOCIATION OF MANUFACTURERS
- NATIONAL CONSUMER FINANCE ASSOCIATION

September 13, 1965

Mr. Karl Fleming
Los Angeles Bureau Chief
Newsweek
6505 Wilshire Boulevard
Los Angeles, California 90048

Dear Karl:

Thanks for the good note. It isn't premature in the sense that it's done; Les leaves September 30.

Do I detect from your letter that under the proper circumstances SRC might lure you back to Atlanta? If so, it's the best news recently.

We have an application before the Ford Foundation for a considerable amount of money. If we get it we will be able to do work in areas ranging from city planning to prison reform. Our role of critic of federal (and state and local) programs would increase. I hope too we would be able to propose some "bold new programs," perhaps even start a few.

If all this happens the staff will expand by five-six persons and there will be considerable freedom since what we will try to do hasn't been done before.

Whatever amount of money we get won't be worth a damn of course unless we get a good staff. And, within the limits of our commitments to donors, good staff members go a long way toward writing their own job descriptions.

I feel certain we can't compete with Newsweek on salaries but we'd strain.

Given some money and the right people to spend it, I

think we could have an exciting few years around here that might make a difference.

What about it?

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

NATIONAL HOME VISIT CENTER
4233 SO. INDIANA AVE.
CHICAGO, ILLINOIS 60653

September 14, 1965

Dear Mr. Anthony,

Am rushing the enclosed letter along to you, hoping that I might find out some information about any Home Visits in the South you know of. I hope to do a column soon in COMMUNITY (deadline next week if I get enough material back) with the hope of promotion the Visits thru this in the South further. Already a good number of southern groups are offering them. Happy to hear Home Visit Organizer in New Orleans is now with the Alabama Council on Human Relations--our friend Bob Valder. It would be good to hear from you--for or not-for publication.

Sincerely,

Betty Plank

Betty Plank FRIENDSHIP HOUSE

National Home Visit Center

Friendship House * 4233 S. Indiana Ave * Chicago, Illinois
60653

phone: OA 4-7700
area 312

September, 1965

Dear Home Visit Organizers--and Prospective Ones,

The number of Home Visit organizers and hopeful ones grows so rapidly that we have decided the best and only way to reach each other regularly is through a monthly column in the pages of Friendship House's magazine Community.

The September issue carries the first column. It is an account of the organization and activities of the Rockford Community Home Visits and features their excellent handsome recruiting brochure--"Education and Communication Through Home Visits." What HV organizer hasn't wished for a simple, direct, attractive, inexpensive flyer to accompany his salestalk! And Rockford's Joe and Cam Kiegel graciously start off our new sharing project with information on the good things going on in Rockford, Illinois, through Home Visits.

So our mutual help effort is on its way. Of course, we need you to make the column a continued meaningful exchange throughout the country--north, south, east and west--and, yes, even in other countries. Do let us hear from you on how the column could help you and others, what has worked for you, what you'd like to know from others, news of what you are doing or plan to do, how you've organized, what actions have resulted from the Visits, what impetus has been given to new or old organizations--and so on.

Community, of course, will offer many other articles on race relations--and usually in the same informative, personal manner of the Visits themselves. We hope other organizers will find, as we have here at Friendship House, that it is a great first follow-up to present to Home Visit participants to keep up their enthusiasm and for their continued education.

Please send back your ideas as soon as you can.

Sincerely yours,

Betty Plank

Betty Plank, Director,
National Home Visit Center

P.S.: If you are not yet a subscriber, you might wish to start with the September issue; it is $2 a year (11 issues). Single copies: 25¢. Bundles to one address: for 10 or more, 15¢ a copy or $1.65 each a year; for 100 or more, 10¢ a copy, or $110 each a year.

National Home Visit Center
Friendship House
4233 S. Indiana Ave
Chicago, Ill. 60653

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Permit No.4493
Chicago, Ill.

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth St., NW
Atlanta 3, Georgia

September 14, 1965

Mr. Dick Cunningham
Minneapolis Tribune
Minneapolis, Minnesota

Dear Mr. Cunningham:

We will be pleased to add your name to our mailing list. No charge.

If we can be of any assistance, please let us know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

THE AMERICAN JEWISH COMMITTEE

Institute of Human Relations • 165 East 56 Street, New York, N. Y. 10022 • PLaza 1-4000 • Cable Wishcom, New York

September 15, 1965

Dear Paul:

Enclosed please find our checks for your expenses and honorarium in connection with the recent Internship Institute.

I appreciate your accepting this assignment and hope that we will be able to continue a training program along these lines in the future.

Best personal regards.

Sincerely,

Dave

David Danzig

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303
DD:lh
Encs. Check for $80.60
" " 75.00

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UNIVERSITY OF ILLINOIS

OFFICE OF THE PRESIDENT
URBANA, ILLINOIS 61803

September 16, 1965

Dear Paul:

On September 1, I changed my address from the Illinois Commission on Human Relations to:

Staff Associate
Office of the President
University of Illinois
Urbana, Illinois 61803 (Telephone 333-1345)

My responsibility will be those human relations aspects of the University's functioning at all three campuses - Urbana, Chicago Circle, and the Medical Center. Thus, whenever our kind of concerns touch on any part of the University, I will be expected to become involved.

The sincerity of the University's commitment to do not only the required kind of thing (in employment policies, etc.) but also to develop positive measures and programs in the intergroup direction was the factor which persuaded me to accept this new appointment.

Please keep me in mind, therefore, if you have either information you would like to share, or suggestions on those things a University might consider as additions to its program. I shall be in Chicago periodically and should be pleased to discuss such matters with you at any time.

More shortly —

Sincerely,

Bill

Wm. K. Williams
Staff Associate

THE FIELD FOUNDATION, INC.
250 PARK AVENUE
NEW YORK 17

MM

September 17, 1965

Miss Marge Manderson
Administrative Secretary
Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Miss Manderson:

We have your letter of September 16 and the enclosure.

I thought you would like to know that Mr. Hahn was extremely grateful for the book of letters.

Sincerely,

Judith Ermisch

Judith Ermisch
Sec'y to Maxwell Hahn

September 17, 1965

Miss Betty Plank
National Home Visit Center
4233 So. Indiana Avenue
Chicago, Illinois 60653

Dear Miss Plank:

Regrettably I have no information on current Home Visits in the region. As you know, a number of local Councils have sponsored such programs and I suspect Bob Valder is now promoting this program in some of the local Councils in Alabama, but lately I simply haven't been close enough to them to be properly informed.

I hope some of your requests draw better information than this!

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 17, 1965

Mr. David Danzig
The American Jewish Committee
165 East 56th Street
New York, New York 10022

Dear Dave:

Many thanks for your generous response. The honorarium was not expected but, needless to say, is very much appreciated.

Best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

The Clergy Economic Education Foundation

605 Evergreen Street
West Lafayette, Indiana
P. O. Box 618

OLIN W. DAVIS
Executive Director

September 27, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Dr. Olin Davis has asked me to write to thank you for seeing us on the 16th. We certainly appreciate your splendid counsel and cooperation.

We desperately need the advice of someone who knows the South well and, after meeting you, it did not take long for us to realize that your knowledge of this region is deep and certain.

It was a pleasure to have met you and we shall be looking forward to visiting with you again.

Sincerely,

Maxine Heinze

(Mrs.) Maxine Heinze
Executive Assistant

September 28, 1965

Mr. David S. Seeley
Director
Equal Educational Opportunities Program
Department of Health, Education, and Welfare
Office of Education
Washington, D. C. 20202

Dear Mr. Seeley:

Although we've tried, we have no further word from Mrs. Shirlee Gaines of Marianna, Fla., about the situation in Dothan, Alabama.

I am sure that you have far more complaints -- and of a more specific and serious nature than this one -- than you can handle. Therefore, I think we should put this one aside unless more information is forthcoming.

With best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 28, 1965

Mr. William K. Williams
Staff Associate
Office of the President
University of Illinois
Urbana, Illinois 61803

Dear Bill:

Congratulations on the move.

Look forward to seeing you at the NAIRO affair.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 30, 1965

Mr. Henry Clark
Union Theological Seminary
Broadway at 120th Street
New York, New York

Dear Henry:

Thanks for the good note.

Do come to see us when you can. In the meantime I'll make it a point to call on one of my hat-in-hand visits to New York.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

October 4, 1965

Dr. Olin W. Davis
Executive Director
The Clergy Economic Education Foundation
605 Evergreen Street
West Lafayette, Indiana

Dear Dr. Davis:

While I am not as familiar with the program of the Clergy Economic Education Foundation as I would like to be, I am pleased that you are interested in expanding your program in the South. We will be happy to assist you in any way we can.

Traditionally ours is a region in which the clergy is very important. This is true both of those well educated and of those of less than desirable education. During the past years this region has gone through great progress and great strain in every area from industrial growth to race relations. While there are many grand exceptions, the clergy as a group have, I believe, been all too little involved in or understanding of the situations of importance. Programs designed to increase the understanding and involvement of this group of leaders in our communities are needed and welcomed.

There is every reason to assume -- and hope -- that our economic growth will continued We all need to be better equipped to move into an industrial society, to see that all of our people benefit from and participate in this growth, and to see that the best of our largely rural heritage is blended into the new industrial, urban society.

If your program contributes to these and like needs, it is not only desirable but essential.

Sincerely,

Paul Anthony
Executive Director

PA:mm

October 4, 1965

Mrs. Maxine Heinze
Executive Assistant
The Clergy Economic Education Foundation
605 Evergreen Street
West Lafayette, Indiana

Dear Mrs. Heinze:

Thank you for your good letter. It was a pleasure to meet you and to see Dr. Davis again.

Enclosed is a letter to Dr. Davis relative to our interest in your program.

Please call on us at any time that we might be of assistance.

Sincerely,

Paul Anthony
Executive Director

PA:mm

EXPENDITURES, SOUTHWIDE FALL CONFERENCE
SOUTHERN STUDENT ORGANIZING COMMITTEE (SSOC)

Old Gamson Theological Seminary, Atlanta, Georgia, November 13-15, 1964

Printing of conference brochure	$ 34.62
Mailings	65.00
Film and Projector rental	17.13
Telephone calls	93.21
Rental for Gamson Seminary	214.00
Food	520.00
Speaker Travel Expenses	
Larry Goodwyn	115.00
Don West	25.00
Howard Zinn	31.05
Student Scholarships (16 at $7.00 each)	105.00
Student Travel expenses	
Nashville	20.00
Sewanee	10.00
Louisville	13.00
Bowling Green	6.00
University of Texas (Austin)	40.00
North Texas State (Denton)	32.00
Miscellaneous	35.60
	$1376.61
TOTAL CONFERENCE EXPENSES	$1376.61

Conference Income

Registration (from $1 to $7 per person)	635.00
Contribution for literature and buttons	40.00
	$ 675.00
TOTAL CONFERENCE INCOME	$ 675.00

Conference Expenses	$1376.61
Conference Costs paid by students	675.00
TOTAL CONFERENCE COSTS	$ 701.61

January 18, 1966

Mrs. Leo Mervis
34 Audubon Avenue
New Orleans, Louisiana

Dear Mrs. Mervis:

Paul Anthony has asked me to give you the dates on which I plan to be in New Orleans. I shall be attending meeting of the National Social Welfare Assembly there on February 15 and 16. It is possible that I would need to fly to New Orleans on the evening of the 14th.

I look forward to meeting you and talking about the prospects in Louisiana.

Bob Valder is doing a good job in Alabama -- which is no easy trick!

Cordially,

J. Edwin Stanfield
Director of Field Activities

January 19, 1966

The Reverend John Morris
The Episcopal Society for Cultural
and Racial Unity
5 Forsyth Street
Atlanta, Georgia 30303

Dear John:

I have just read ESCRU's Special Report, THE CHURCH AND THE RIOTS -- Guidlines for Diocesan Strategy In Northern Urban Areas," and want to commend you and thank you for it.

Cordially,

Ed Stanfield
Director of Field Activities

January 20, 1966

Mr. Frank Sloan, Director
Regional Office of Economic Opportunity
101 Marietta Street
Atlanta, Georgia 30303

Dear Mr. Sloan:

This is to confirm the invitation issued orally on our behalf by Mr. Vernon Jordan to present Operation Medicare Alert at the meeting of the Southern Interagency Conference on January 26-27. We understand from Mr. Jordan that you have accepted, and we are delighted of course.

Although we are particularly eager to know of this particular program, we would be happy to hear of any other new programs of OEO. We would like to schedule you to appear at about 10:00 a.m. on Thursday, January 27, but please come for as much of our meeting as you will. We shall begin at 2:00 p.m. on the 26th.

As Mr. Jordan explained, the Southern Interagency Conference is composed of about 40 agencies working in the South.

I look forward to meeting you.

Cordially,

J. Edwin Stanfield
Director of Field Activities

SREB

PROJECT FOR CONTINUING EDUCATION OF SOUTHERN JOURNALISTS

PW
ES

Reed 1/20/66

FOR RELEASE AT NOON, FRIDAY, JANUARY 21, 1966, AND THEREAFTER

CHAPEL HILL, N. C., JAN. 21.---Fellowships to be awarded under the Southern Regional Education Board project for continuing education of Southern journalists will be named for Mark F. Ethridge, who has spent half a century in newspaper work, most of it in the South.

The announcement of this tribute to Ethridge was made today by Reed Sarratt, director of the SREB journalism project, to the North Carolina Press Institute, in its annual winter meeting at the University of North Carolina. Ethridge, who will be 70 on April 22, last fall "retired" for the second time in two years. He now is conducting a seminar on newspaper management in the School of Journalism at the university. He addressed the institute immediately prior to the announcement.

The Ethridge Fellowships will be awarded to journalists in the 15 states that are parties to the SREB compact. The awards will finance periods of study ranging from a single quarter or semester to a full academic year at one of the following universities: Duke, Emory, North Carolina, Vanderbilt, Virginia, or Texas. The fellowships are part of a program supported by a grant from the Ford Foundation to the Southern Regional Education Board.

For 27 years, Ethridge occupied top management positions with the Louisville (Ky.) Courier-Journal and Times. He went to Louisville in 1936 as general manager, in 1942 became publisher, and in 1961 chairman of the board. In 1963 he announced his retirement from newspaper work and his plans to teach at the University of North Carolina. His teaching career was delayed for two years when he went instead to Newsday at Garden City, Long Island, N. Y., as vice-president and editor. On Sept. 1, 1965, he retired again from active newspaper work and began to teach. He and Mrs. Ethridge are building a home near Chapel Hill.

A native of Mississippi, Ethridge took his first newspaper job immediately upon leaving high school as a member of the staff of the Meridian (Miss.) Star. After a year there, he entered the University of Mississippi, where he studied for a year.

(more)

SOUTHERN REGIONAL EDUCATION BOARD / 130 SIXTH ST. NW, ATLANTA, GEORGIA 30313 / AREA CODE 404 875-9211

His next newspaper job was in Georgia, where in 1915 he became a reporter for the Columbus Enquirer-Sun. After a brief period in Columbus, he went to the Macon Telegraph, where he remained, with interruptions, until 1933. World War I was the first interruption. Ethridge enlisted as a seaman in the Navy and emerged in 1919 as an ensign. He returned to the Macon paper as city editor. In 1923 he went to Washington, where for one year he was assistant news manager of Consolidated Press. Then he spent two years in New York with the New York Sun. Returning again to Macon, he remained there until 1933 as managing and associate editor.

Ethridge then went back to Washington where he was a member of the staff of the Associated Press before becoming assistant general manager of the Washington Post. In 1934 he was named general manager of the Richmond (Va.) Times-Dispatch, and five months later was promoted to publisher. From Richmond he went to Louisville.

Ethridge served as vice-president and director of the Associated Press from 1950 until 1960. Since March 1954 he has been a trustee of the Ford Foundation and in 1960, at the request of the trustees, made a survey of its operation in the Middle East. In 1954 he went to Europe at the request of the trustees of Radio Free Europe to make a survey of that agency's news operation. In 1961 he held seminars with Japanese newspapermen at the request of the Asia Foundation.

Ethridge holds honorary degrees from Harvard, Tulane, Mercer, Ohio Wesleyan, Berea, Louisville, and Kentucky, and an honorary Phi Beta Kappa from Harvard. In 1960 he was honored by Columbia University in New York as "distinguished journalist." That honor had been awarded only twice before: to J. N. Heiskell of the Arkansas Gazette and Arthur Sulzberger of The New York Times. In 1956 he was designated "man of the year" by the National Association of Radio and Television Broadcasters. Previous holders of the award were General David Sarnoff of R. C. A. and William S. Paley, chairman of the Columbia Broadcasting System. He served as president of the National Association of Broadcasters in 1938.

Ethridge was a member of the President's Farm Tenancy Committee. During World War II, he was chairman of the President's Committee on Fair Employment Practice. In October, 1945, he went to the Balkans on a mission for the State Department, visiting Romania, Bulgaria, and Russia. In January, 1947, he was appointed American delegate on a United Nations Commission of Investigation of Greek border disorders. In August, 1948, he was appointed chairman of the United States Advisory Commission on Information, from which he resigned in December, 1950. In January, 1949, he was appointed to the United Nations Palestine Conciliation Commission.

* * * *

St Joseph's College
245 Clinton Avenue
Brooklyn 5, N. Y.

Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Sirs,

I am attempting to obtain all information possible about the role of The Student Non-Violent Coordinating Committee operating from 197½ Auburn Avenue, Atlanta Georgia, in order to document an endorsing resolution.

Any information you can furnish on this organization will be greatly appreciated.

Sincerely,

Miss Clara Rodriguez
St Joseph's College for Women
245 Clinton Avenue
Brooklyn 5, N. Y.

Mr. Anthony,

AV
RA

It was very good to meet you at the Advisory Board session. I hope these working papers will be of some use to you and the Southern Regional Council. Copies of these papers are already becoming quite rare. Your assistance in giving them the widest possible circulation is greatly appreciated.

We would like to publish additional copies. However, with Mr. Sanford leaving office in January this will not be possible.

Again, it was good to see you. And, if time permits please advise me of the activities in the Southern Project. A rather lengthy discussion of the U.S.A's role in civil rights and race relations took place at the National Supervisory Board meeting. I am sure Steve will apprise you of the consensus attained.

Please give one copy of these papers to Al Elmer. He requested that he receive one. And wish him "good luck" with the students at Furman. He might also find it very useful to spend a day in Athens with the kids at Westminster and Wesley Fellowship. They are cooperating in a joint tutorial project. Al could do B.S.A. a favor by spending a few minutes with Dean Cox and Dr. George Parthemos, Vice President of the University of Georgia.

Respectfully,

Mike Lawler

Misc MM
help me remember

Thursday

Dear Paul,

Neither Harold or Art will be on hand for the inter-agency meeting. I tried to see if Don Slaiman of the AFL-CIO would handle the housing analysis, but he's out of town for the holidays, back Jan 2. I would suggest you call Hubert Jackson, inter-group relations for P.H.A. in the local HHFA office. — atlanta.

No answer yet from Burke Marshall. I'll call again tomorrow. You should assume negative I guess. I'll let you know if otherwise. He didn't seem wildly enthusiastic. (Harold wouldn't call him — I did)

Ghastly Xmas. Spent hours riding on buses to and from North Carolina for two days there with in-laws. Otherwise all in good shape here. I like the job. We move into new house Jan 1.

I do have one problem I need help with. I have no proof of car ownership which makes it hard here to get licenses, etc. I sent in his license form (old owner) for notation by the Bureau of Motor Vehicles. They never returned it. It would come to Denning's box. You could check with them. Probably the easiest (!) thing would be to have Dr. Herbert Stone fill me out a bill of sale. He said he would be glad to. He's in the book. You can get bill of sale forms at Miller's, etc. I will, of course, reimburse. Sorry, but what can I do ? Stone is good guy and will be cooperative.

I promised state directors and, I believe, presidents, that SRC would send them complete SRC board lists as soon as new ones were ready. There was some grumbling that they didn't know board members in their own states.

At the meeting of state presidents we agreed to send newsletters to members of executive committees and officers of state councils if they would provide lists. Newsletters are supposed to come out monthly. They averaged bi-monthly during my regime, worse under Fred.

Happy New Year.

Paul R.

AMERICAN FRIENDS SERVICE COMMITTEE
INCORPORATED
160 North Fifteenth Street, Philadelphia 2, Pennsylvania
OCUST 3-9372

HAROLD EVANS
Chairman
HENRY J. CADBURY
Honorary Chairman
CLARENCE E. PICKETT
Executive Secretary Emeritus
COLIN W. BELL
Executive Secretary

JA ✓ this is good, yes? MM

Sunday

Dear Les & Paul,

Yesterday our proposal for a 3 year, 2-staff program to be based in Jackson, Mississippi, was approved and will be underwritten by special priority funds of AFSC's Board. We proposed a program which will concentrate in Jackson in the beginning but have a state-wide outreach. Special focus on school desegregation, inter-faith cooperation as a follow-up of the Chicago conference and interracial communication. Just had to tell somebody.

Sincerely,

Jean

March, 1960 New South - Sit-ins
July - August 61 New South - Freedom Rides
Spc. Reports:
The Freedom Ride
Stu. Protest Mov. Recapitulation
~~S~~ Albany
Lunch Counter Desegregation in Corpus Christi etc.

L-28 - Orgs. supporting protest movement

March '56 New South -
Intimidation stiffens Montg. Boycott

Settling a Sit-in

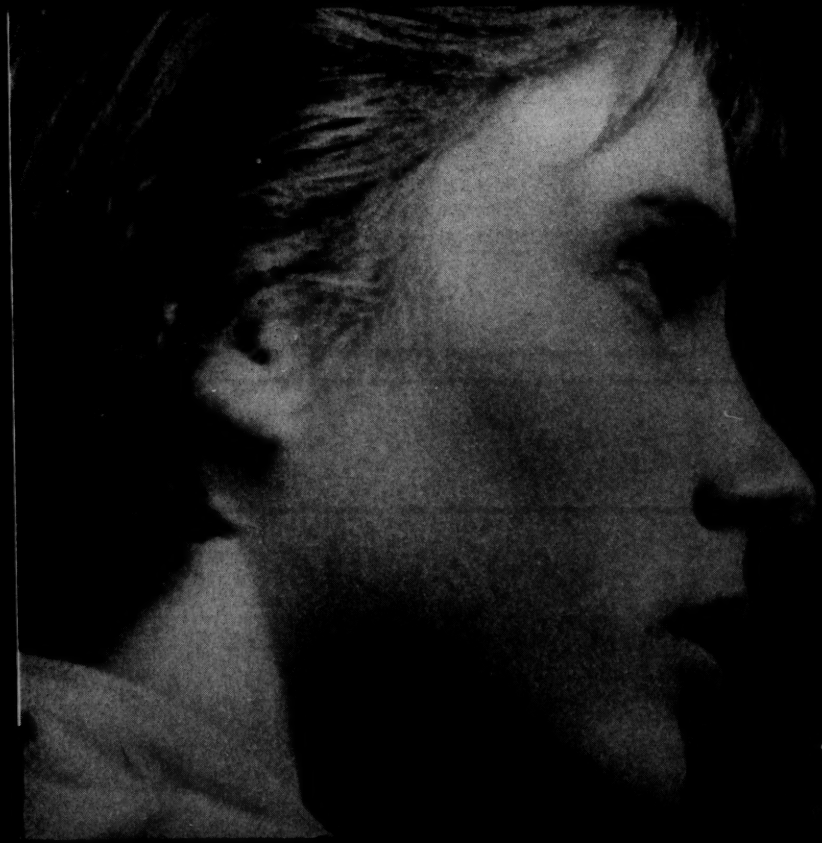
Edwin T. Randall:

( ) Please send me audition tape of "A Yankee in the Heart of Dixie," with #1 and #2 programs.

( ) I am proud of Dixie and this sounds so exciting I'd like to get started right off -- if it's as good as you say it is. So please send me the first four programs -- so I can begin in May for sure -- unless I decide not to use it after all.

Signed: _____

Station _____ Address _____



WE BELIEVE
THAT AMERICANS
AS INDIVIDUALS
SHARE A COMMON BELIEF
IN HUMAN DIGNITY

PANEL of AMERICANS

PANEL OF AMERICANS

Panel of Americans is a youth program in intergroup education sponsored by American colleges and universities and addressed to general audiences of all ages and affiliations. Based on the philosophy that thought and change can best be stimulated by exposing people of diverse backgrounds to each other's ideas, teams of five student speakers — Roman Catholic, Protestant, Jewish, Negro and Americans of other ethnic origin — appear before campus and community audiences to discuss the differences that characterize our American cultural landscape. Audiences ask direct questions after brief statements from each student. The Panel's purpose is to examine the values that have made this free society of many diverse groups a unified, dynamic whole. Honest and searching exchange of ideas, and the highly personalized quality of each speaker's remarks, give the Panel of Americans its unique flavor.

More than a score of colleges and universities currently sponsor Panel of Americans as a regular student activity. A Panel appearance may be requested by any college or community group, PTA, church, labor, civic club or school organization. The students are accompanied by a faculty moderator, for unlike many student activities, this is a joint faculty-student program. Panel of American teams from each college make from 20 to 75 campus and community appearances a year. They also have appeared on radio and television educational programs.

Arizona State University
Boston University
Carnegie Institute of Technology
City College of N. Y. (Baruch School)
Hofstra College
Kent State University
New York University
Occidental College
Ohio State University
Oklahoma State University
Purdue University
San Francisco State College
Stanford University
Temple University
University of California (Berkeley)
University of California at Los Angeles
University of Minnesota
University of Wisconsin
Washington University
Wayne State University
Western Reserve University

PANEL of AMERICANS

Your Contributions Are Tax-Exempt

The Panel has played, I feel, a very significant role, both on campus and off . . . it has proved to be an outstanding educational asset to Carnegie; members of the Panel have spoken of their participation in it as one of the most important extra-curricular learning experiences of their college careers."

— J. C. Warner
President
Carnegie Institute of Technology

The National Council for the Panel of Americans was established formally in 1955, in response to a growing need for a centralized direction and coordination of a nation-wide project which had been gathering momentum for some years in the area of intergroup education.

The National Council is based in New York City and is responsible for stimulating and furnishing existing Panels with materials, field workers and training conferences. In addition, it experiments with new formats and new uses for the Panel techniques.

As a tax-exempt educational organization, Panel of Americans is financed entirely by contributions of foundations, corporations and interested citizens.

New dimensions and goals are in sight for Panel of Americans. The potential scope is limitless. Requests come to the National Council for assistance in organizing new College Panels, High School Panels . . . Adult Panels, both men's and women's . . . and Panels which will function in areas concerned with the problems of juvenile delinquency and of tense race relations. Foreign student orientation programs are using Panels of Americans.

Projects are under way to send Panels to other parts of the world, so that the unusually gifted Panel speaker may interpret his own society to the student overseas and, in turn, bring back to his American contemporaries some insight into the attitudes and problems of university students in other areas of the world.

". . . For the past ten years the problem of intergroup relationships has been a most perplexing and difficult one on the campus. . . . Literally nothing worked successfully, even for a short time, until the Panel of Americans program was introduced. . . ."

—E. G. Williamson
Dean of Students
University of Minnesota

The Panel of Americans can be said to be an education in self esteem and an affirmation of identity. It is concerned with the individual and with the group. It is integrity building integrity — individualism fighting conformity. As a symbol of the United States at its best, with its many varieties of religion, culture and race, it is democracy in action.

Your Contributions Are Tax-Exempt

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Executive Director

Marian Hargrave
Associate Director

PANEL OF AMERICANS
33 EAST 68 STREET, NEW YORK 22, NEW YORK ▪ REgent 4-2254

APPLICATION FORM

Please type or print clearly

ENCAMPMENT FOR CITIZENSHIP

Sponsored by the American Ethical Union

Name_____
Last First

Permanent Address_____
Street City Zone State

Date and Place of Birth_____
Month Day Year Place

Present Occupation_____ Address_____

Father's Name_____ Occupation_____

Mother's Name_____ Occupation_____

Please paste or staple a recent photo here that may be used for press purposes

Name the person and/or organization from whom you heard of the Encampment_____

I. EDUCATION

High School attending ☐ attended ☐ _____ Address_____

College attending ☐ attended ☐ _____ Address_____

Technical or Graduate School_____

Circle number of years completed at the close of this school year:

High School 1 2 3 4 College 1 2 3 4 Degree granted_____

II. WORK EXPERIENCE

List most recent work experiences (exclusive of Armed Services).

A. Employer_____ Address_____

Kind of work_____ Dates Employed_____

B. Employer_____ Address_____

Kind of work_____ Dates Employed_____

If you served in the Armed Forces, indicate your branch of service and dates of service._____

DO NOT WRITE BELOW THIS LINE

APPLICATION	ACTION TAKEN	SCHOLARSHIP REQUEST	FEES
MEDICAL 1____ 2____	ACCEPTED____	FORM RECEIVED____	APPL. FEE $____
		AMOUNT REQUESTED____	REGIS. FEE $____
AUTOBIOGRAPHY____	WITHDRAWN____	ACTION TAKEN	TUITION DUE
REFERENCES 1____ 2____	REJECTED____	SCHOL. GRANTED____	
		DATE____	PAID $____
PARENT'S CONSENT____	NOTIFIED____	DONOR____	$____

ADD A SHEET FOR LONGER ANSWERS OR COMMENTS. INDICATE THE QUESTION BY NUMBER

III.

Describe briefly the major study or work in which you are engaged at present, and your future educational and vocational plans. Why have you chosen this (these) fields?

IV.

List some of the issues on the local, national or international scene about which you feel strongly. Discuss briefly your viewpoint on one of them and describe any activity in which you may have participated revolving around this issue.

V.

To what campus, church or community organizations do you belong? What offices and responsibilities do you hold?

VI.

Write a short autobiographical statement including information about your family, your hobbies and special interests, etc.

VII.

List two current references, such as a teacher, employer, social worker, or supervisor, who know you well. (Please do not list relatives or personal friends.)

1. Name_____ Organization_____

   Title_____ Address_____ City & State_____

2. Name_____ Organization_____

   Title_____ Address_____ City & State_____

VIII.

Please indicate your preference of the Encampment you wish to attend.

1. _____ (first choice) 2. _____ (second choice) 3. _____ (third choice)

Full consideration will be given to your first preference, but final selection must rest with the Admissions Committee.

FEES AND COSTS

1. The total costs are $350, covering room, board, tuition and fees. Included is the $10 Application Fee and the $20 Registration Fee, both of which are required of all applicants, including those requesting scholarship assistance.
2. Each application must be accompanied by the $10 Application Fee, either check or money order, made payable to the Encampment for Citizenship. This fee will be refunded only if the application is not accepted by the Admissions Committee.
3. The $20 Registration Fee is payable after you have been notified of your acceptance.
4. If you wish to apply for scholarship assistance, please check here _____ and a Scholarship Request Form will be mailed to you. If you have already filled out such a form, please mail it along with this application form to the Encampment office.
5. If part or all of your room, board and tuition costs are being paid by a sponsoring organization, please give name:

   _____; amount $_____.

ATTACH TO THIS APPLICATION:

A. A recent photo or snapshot (see page 1).

B. $10 Application Fee (see item #2 above).

C. If there is any history of serious illness, allergies, or emotional disorders that might affect your living at the Encampment, please enclose a medical certificate pertinent thereto. All other accepted applicants will be sent a medical form to be filled in by your family physician before you come to the Encampment.

Date_____ Signature_____

Return completed application to:

Admissions Committee
ENCAMPMENT FOR CITIZENSHIP
2 West 64th Street
New York 23, N. Y.

ENCAMPMENT FOR CITIZENSHIP, 2 West 64th Street, N.Y. 23

Please send the following items of Encampment literature for distribution to interested persons. (Indicate quantities)

____Brochures ____Posters
____Application Blanks ____Annual Report
____Bureau of Applied Social Research Summaries
____Other (Please specify)

Name_____

Organization_____

Address_____

City_____Zone_____State_____

Please put _____on your mailing list.

We do____do not ____ expect to recommend applicants for the forthcoming Encampments.

Misc

Announcement Concerning Second Annual Russell Bull Scholarship Award

In memory of Russell Bull, the United Packinghouse, Food and Allied Workers, AFL-CIO (UPWA) established in 1960 the Russell Bull Annual $1,000 Scholarship Award, to be granted "each year to the student in college or in high school preparing for college who makes an outstanding contribution by his (her) character and his (her) performance in the area of civil rights" and establishes "financial need for the Award in order to continue his (her) studies." The first award, for the 1961-62 academic year, was divided equally between Miss Charlayne A. Hunter, of Atlanta, Georgia, and Arthur S. Smith, of Louisville, Kentucky. Applications may now be made for the 1962-63 academic year, as stated below.

The UPWA's Public Review Advisory Commission administers the Russell Bull Scholarship and will select the Award winner. The members of the Commission are Professor Nathan P. Feinsinger, University of Wisconsin Law School, Madison 6, Wisconsin, Chairman; Professor Ronald W. Haughton, Wayne State University, Detroit, Michigan; Professor Harry Kalven, Jr., University of Chicago Law School, Chicago, Illinois; Rev. Dr. Martin Luther King, Jr., Ebenezer Baptist Church, Atlanta, Georgia; and Rt. Rev. Msgr. John O'Grady, National Conference of Catholic Charities, Washington, D.C. The Commission has established the following rules and regulations for the second annual award for 1962-63:

1. An applicant must be a candidate for a degree in a recognized college or university, or a senior in high school who will enroll in a recognized college or university as a candidate for a degree in the summer or fall term following the award of the scholarship. There is no restriction as to choice of college or course of study.

2. An applicant for the Russell Bull Scholarship must have demonstrated by previous academic achievement scholastic aptitude and ability justifying a belief that he will successfully complete studies leading to a degree.

3. Applications for consideration for the Russell Bull Scholarship may be made as follows:

    a. File five copies of an application in letter form with the Chairman of the UPWA Public Review Advisory Commission, Professor Nathan P. Feinsinger, University of Wisconsin Law School, Madison 6, Wisconsin, as directed below. Each application must be accompanied by 5 copies of transcripts of school or college records.

    b. Each application should include detailed information about interest, participation, and leadership in activities furthering and promoting civil rights and civil liberties. Each applicant should state what he considers his outstanding achievements in these fields and in his community in general. Applicants should also describe their educational and career plans, and include any other information which they consider relevant.

    c. Each application should be endorsed by letters of recommendation from at least two persons or organizations actively concerned with and engaged in promoting and furthering civil rights and civil liberties, or from members of school or

college faculties, describing and evaluating the applicant's interest and activities in these fields and his potentialities for leadership therein, and providing any other information considered relevant by the writer. Five copies of such letters may be sent directly to the Chairman or accompany the application.

d. Each applicant should submit evidence of financial need, which should include information as to family and personal income, resources, and obligations, and estimated expenses for tuition and living expenses at the college or university chosen by the applicant.

4. A recipient of a Scholarship will be expected to make normal progress and maintain good standing in college and do scholarship level college work.

5. Applications for renewal of Scholarships will be considered on the same basis of merit and need as defined above.

6. Applications must reach the Commission not later than March 24, 1962. It is expected that the Award will be made not later than April 15, 1962.

7. APPLICATIONS SHOULD BE MAILED TO: CHAIRMAN, UPWA PUBLIC REVIEW ADVISORY COMMISSION, C/O PROFESSOR ABNER BRODIE, UNIVERSITY OF WISCONSIN LAW SCHOOL, MADISON 6, WISCONSIN.

WHAT IS

INTERNATIONAL VOLUNTARY SERVICE?

(American Group of Le Service Civil International)

Wheatland, Wyoming, USA

AIMS & IDEALS World peace can be achieved, and truth, tolerance, understanding are necessary to achieve it, for war breeds on lies, fanaticism, prejudices, and lack of exchange. Armies and armaments prepare war; peace too must be prepared by more than idealistic discussion. Let us not talk of peace, but work for it. Many countries have a national military service to train men for war. How great is the need for an international voluntary service to train men to make peace. War demands heroism; Peace must demand ten times more.

DEEDS NOT WORDS In this spirit in 1920 the first Service Civil International workcamp was held near Verdun, France, not only to rebuild homes and fill in bomb craters made by World War I, but also to build friendship and reconciliation between the Germans and French who had so recently been fighting each other. The goal of SCI is nothing less than to make wars impossible; the method is through sharing constructive manual work to help others who are in need.

From this beginning has grown the present non-religious non-political SCI movement, called "International Voluntary Service" in USA and England. In the words of Pierre Ceresole, Swiss Quaker and founder of SCI, "Practical service is important because it is tangible proof of our faith in the real existance of a human family." IVS believes that working together in international teams of volunteers is a very real way to break barriers and tensions, to increase understanding and good will.

PEACE, PACIFISM, MILITARISM In countries where military service is compulsory, IVS works for the recognition of the legal rights of young people to undertake an alternative constructive service, and tries to provide such alternative civilian services; its aim is the creation of a volunteer "army for peace." While working for peace, however, IVS cannot be called a pacifist organization. Soldiers and pacifists alike can find a meaningful way of building the peace through IVS. Ceresole felt strongly that even while the soldier is fighting for peace, soldiers and civilians both must put ten times the effort into building the peace. Constructive civilian corps must borrow discipline and devotion from their military brethern and apply it a hundred fold to reconciliation and development services; if IVS does this work well, it believes international constructive service can eventually replace military service.

THE WORK OF IVS IVS now has branches in most European countries, in several North African, Middle Eastern, and Asian countries. Services involve a wide range of work. Volunteers may redecorate homes of old people in Eng., help with reforestation in Norway or Iceland, build a school in So. Italy, clear up debris after a flood or avalanche in Holland, France or Greece, help slum dwellers start small industries in India, join Negro families in a self-help housing project in the USA, or work with retarded children in Germany. IVS has done much work with refugees, as during the Spanish civil war when volunteers evacuated civilians, distributed food and clothing. In some areas community development has been taken up in an effort to come to grips with the grinding poverty of economically developing countries. Volunteers have given medical aid, started literacy classes, helped initiate training schools.

With a view to reducing tensions, IVS has organized special workcamps with volunteers from Oriental and Occidental countries to develop mutual comprehension and appreciation. Workcamps in Poland, Yugoslavia, and Russia have also been arranged, and volunteers from East Europe have participated in services in the West.

Projects are designed so as not to compete with local employment, and when ever possible, the local community works with the volunteers.

CONDITIONS OF SERVICE AND CAMP LIFE In the United States, IVS is a small organization holding only short-term services, usually in March-April and in Summer. We also recruit a small number of Americans for summer services abroad, and a few every one or two years for longterm service in Africa or Asia. We have been recognized as an agency by which conscientious objectors to war may serve their "alternative service." Applications may be secured from the above address and require a three dollar fee which includes a one year subscription to all bulletins.

Camps are always international and vary in size from 10 to 100. Each camp has a leader(s) and responsibilities, Kitchen and chores, are shared by all; weekly house meetings give each volunteer a chance to contribute to democratic running of the group life. Serious discussion and social evenings, occassional excursions are usually arranged by the group. Volunteers are encouraged to make friendly contacts with the local people and learn about their way of life and problems. Work hours vary from 6 to 8 hours depending on climate.

We offer the opportunity for any person over eighteen to give some weeks or months to unselfish service, and we have found that manual work can be a great uniting force bringing together people of many beliefs, young and old, intellectual and worker. IVS provides room, board and accident insurance to all volunteers. It does not pay travel costs except for longterm volunteers (12 months). Qualifications are, essentially, the capability for hard physical work in a spirit of good will. A few projects are limited to those with experience (East Europe or "pioneering projects") or special skills (Nursing, teaching, agriculture, or social work in some developing countries.

Volunteers are expected to arrive at the projects on time if accepted, and to observe the self-discipline of community life and efficient work. Volunteers are expected to enter into the full camp life. Notification of the home branch and the host branch of departures and arrivals are insisted upon. The volunteer must also submit a report of each project he serves in, to the host branch with a copy to home branch. It is hoped that upon return home the experience would motivate participants to continue to support the movement in some form, be it through more camps, giving speeches to his community, sending contributions, or even working with some other organization or scheme. (Others who cannot take part in any camp are invited to contribute in one of these ways; a regular newsletter can be subscribed to on request.)

Living conditions are always adequate but never could be termed luxurious. These are not "vacation camps" providing cheap living or travelling abroad, for building the peace is a serious business. But if you believe in "Deeds not words" you may find IVS service a new dimension in your life.

Careers, Inc.

A NON-PROFIT EDUCATIONAL ENTERPRISE TO AID CAPABLE AND TALENTED YOUTH INTERESTED IN CAREERS AND PROFESSIONS

A community effort to aid in the choice of vocation by capable youth from every walk of life . . . Stresses knowledge of the different characteristics of various careers and professions so that vocations are chosen wisely:

"THROUGH KNOWLEDGE, NOT OUT OF IGNORANCE"

. . . Operates through Career Clubs that meet to hear speakers discuss the relative characteritics of their respective professions; also utilizes field trips, films, libraries, and scholarships.

. . . What makes a child choose a certain career? Is it a persuasive and informed parent, a talented uncle, or is it just the result of a fleeting inspiration? Why do so many youths change their minds after reaching college?

In an effort to provide some of the answers to these questions, CAREERS, INC. was founded recently in Phoenix, Arizona. This step was the result of 18 months work by a professional studying the child-professional relationship and the reaction thereto by civic leaders and school administrators.

This non-profit corporation is run by a twelve-member Board of Directors which includes professionals, educators, and lay persons interested in vocations. It endeavors to act as a catalyst between talented youth and career or profession-minded personnel. Guidance assistance is drawn from the local community. The whole effort is directed by local citizens of the community.

OBJECTIVES

The objectives of this organization are to take capable and talented youth who are drifting through school, over-looked as a source of talent by those around him or her, and to counsel, guide, and inspire this youth into an awareness of the different characteristics of all professions. Scientific and technical professions are examined first; as future opportunities are indicated in any field, they are included.

HOW DOES CAREERS, INC. FUNCTION?

Elementary and high schools are chosen by the Board of Directors of CAREERS, INC. on the basis of their receptivity toward and need for such a program. Referrals of students are made by principal and teachers, using general school records. The Student Selection Committee of CAREERS, INC. then makes the final selection of those students in the seventh grade and above who would benefit most from career guidance.

ELEMENTARY SCHOOL LEVEL

At the elementary level, a seventh- or eighth-grade student is consulted as to his fields of interest, his eagerness to succeed, and his family's attitude. (Family attitude is often a major factor in school failure.) Students selected are then asked to belong to a Career Club comprised of their own school-mates who have similarly been screened. These students are engaged twice monthly in round-table discussions centered around the visit of a professional or career-minded speaker. At the elementary level all fields are discussed and compared. No one field is stressed to the exclusion of any other. Frequent field trips are made to local plants, factories, laboratories, hospitals, colleges, as well as to conventions discussing related work. Standards for inclusion in a Career Club are tightened as the student progresses in school.

HIGH SCHOOL LEVEL

At the high school level, Career Clubs are similarly formed. Members are drawn from the ninth grade only the first year of operation; a grade is added each of the following three years. Thus a full term Career Club student will have guidance all through his secondary education. Students in high school who have had elementary Career Club experience or who have thoroughly analyzed their areas of interest may concentrate on three particular fields. They will be given every opportunity to find out more about their selected fields. Close relationships between occupational representatives and students will be fostered. Scholarship funds may be made available to insure that no student drops out of high school primarily for monetary reasons.

COLLEGE LEVEL

Career Club high school graduates seeking higher learning will be given guidance, advice, and scholarship assistance, if necessary. Qualified students will be urged to continue this phase of their education.

Throughout the entire program, liberal arts will not be neglected as they are a "must" for a well-rounded individual.

COOPERATION

CAREERS, INC. works with local school systems but is not a part of the school organization. It is an "out-of-school" activity. It augments, not replaces, existing vocational guidance. It also works closely with the education committees of career and professional societies in our communities.

COSTS - DONATIONS

There generally is no charge to a child served by CAREERS, INC., but donations are welcome. All funds contributed by the community-at-large are used locally for books, tours, general operations, and scholarships. Donations are deductible and can be designated for "scholarships" or "operation."

CAREERS, INC. is a non-profit organization operated under the laws of Arizona. Accounting: Harold Heims, CPA. Legal Counsel: Rawlins, Davis, Ellis, Burrus & Kiewit, of Phoenix, Arizona.

OFFICERS

Cecil C. Pine.....President
John R. Kelly, DDS.....1st Vice President
Sidney B. Anderson.....2nd Vice President
Eldridge Gonaway, Jr.....Treasurer
Mrs. Gussie B. Edwards.....Secretary
Robert B. Choate, Jr.....Executive Secretary

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Roosevelt Elementary School District

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Stevenson Elementary School

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Facilities, Sperry-Phoenix Co.

Elias Schlossberg.....Pharmacist
Arizona State Hospital

Neil W. Sherman....Gen. Curriculum Consultant
Phoenix Elementary Schools

Harold L. Tarr.....Manager
Phoenix Industrial and Service Dept.
Arizona State Employment Service

WHAT CAN YOU DO?

CAREERS, INC. will work with any profession, any career field, anywhere. It attempts to persuade professionals to take a closer look at youth; it attempts to arouse youth to take a closer look at professionals and career personnel. CAREERS, INC. will organize a similar effort wherever the community will support it. It will subordinate or direct, as the situation demands. Its only aim is to give all talented youth from all walks of life equal opportunity to fulfill a satisfying life in the attainment of a full-fledged career.

CAREERS, INC. will always need more professionals, speakers, helpers, as well as funds. It needs the help of all organizations in finding books, films, libraries, and scholarships. Individuals who contribute two afternoons every nine months may inspire two hundred children! The gratefulness for a $50 scholarship may last for fifty years. If you are in a position to help this effort, kindly contact CAREERS, INC. at the address listed below.

CAREERS, INC.

P. O. BOX 2326

PHOENIX, ARIZONA

For scholarships, please make checks payable to: "PUHS & PCS Career Club Trust Account" (Phoenix Union High School and Phoenix College System Career Club Trust Account), but please mail to the above address for acknowledgement. Assistance for operational expenses, however, may be made directly payable to CAREERS, INC. at the above address.

"THROUGH KNOWLEDGE NOT OUT OF IGNORANCE"

A Non-Profit Community Educational Activity

To help talented boys and girls find their way into business, professional, scientific and technical careers

To provide them with personal encouragement and guidance

To motivate and counsel those who might not otherwise have a chance at a fruitful and satisfying career

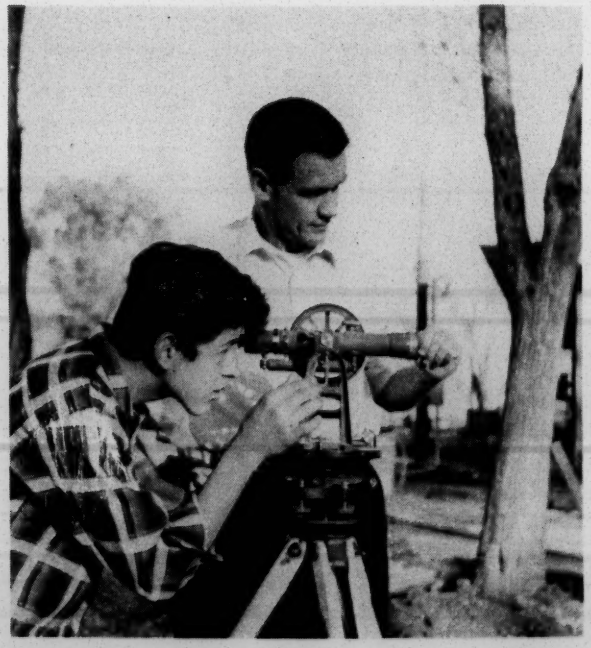
To seek out gifted and capable youngsters who, lacking incentive, motivation, and perhaps the wherewithal, are short-circuiting their education

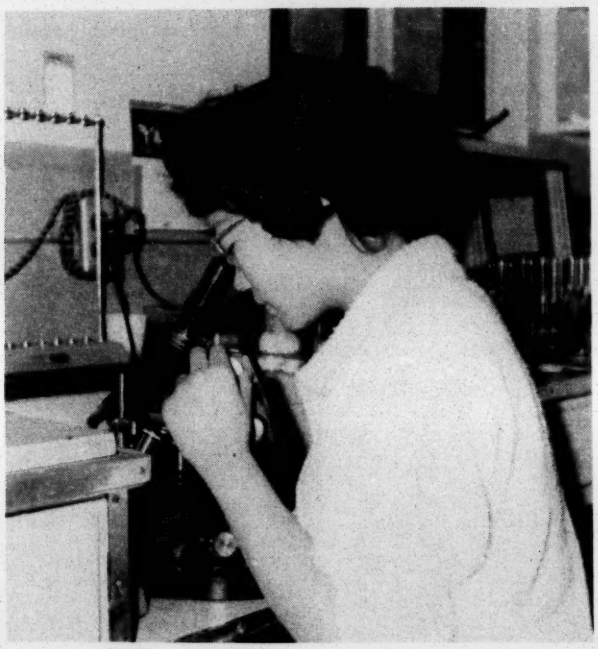
To help strengthen our country by reducing the shameful waste of human potential found in all segments of our community

CAREERS, INC. is a non-profit, independent, private corporation run by a Board of Directors which includes educators, professionals, and businessmen interested in vocational guidance. It works with school systems but is not a part of any school organization. It augments, but does not replace, existing vocational guidance. CAREERS, INC. endeavors to act as a catalyst between talented youth and people in various fields of achievement. It works with the education committees of professional societies, drawing guidance assistance from the community. The whole effort is directed by local citizens.

Ponder a moment. What made you choose your career? Was it an accident, a friend's advice, or a long developing seed of an idea?

CAREERS, INC. was founded in 1960 in Phoenix, Arizona to analyze the basis upon which careers are chosen and to assist today's youth in making decisions. The preparatory work took place over a two-year period. It involved studying the child-professional relationship and the reaction thereto by civic leaders and school administrators.





THIS IS WHAT WE DO:

Elementary and High Schools are chosen by the Board of Directors of CAREERS, INC. on the basis of their interest in and need for such a program. Referrals of students are made by principals and teachers, using school records. From these we select students who would most benefit from career guidance. The program starts in the elementary school at the Seventh Grade level and continues into high school with similarly formed Career Clubs.

A student is consulted as to his fields of interest, his eagerness to succeed and his family's attitude. He is then invited to join a Career Club comprised of his own schoolmates. The student attends meetings twice monthly and participates in informal seminars conducted by a speaker from a Profession or career field. In addition, field trips are made to factories, hospitals, colleges, and local businesses as well as to conventions. Although scientific and technical fields are emphasized in this program because they offer unparalleled opportunities to young people today, CAREERS, INC. also recognizes the need for the students' exposure to the liberal arts. Efforts are made to see that club members attend concerts, exhibitions, and theatrical performances.

Eventually a full term Career Club member will have had career guidance through six years of pre-college schooling. With full attendance, a club member will have heard 108 career talks and have taken 30 field trips.

. . . AND THIS IS HOW WE DO IT:

Organizing and sponsoring regular meetings of Career Clubs in elementary and high schools.

Bringing in experts in various fields to tell of their occupations, their education, and their rewards.

Distributing career materials and information.

Assisting young people to learn a basis on which to select a career that fulfills their maximum potential.

Conducting field trips.

Providing scholarship counseling.

Cooperating with other groups of similar objectives.

DONATIONS

There generally is little charge to a student served by CAREERS, INC. All funds contributed by the community-at-large are used locally for books, tours, operating expenses and scholarships; hence donations are welcome. These donations are tax-deductible. They may be designated for scholarships or for the career guidance activities of the program.

MEMBERSHIPS

Individuals interested in guiding the progress of this program are invited to take out yearly memberships of $10.00.

SPONSORSHIPS

Sponsorships are a more dynamic way of assisting CAREERS, INC. in its work. There are three classes of sponsorships: "Individual", "Organizational", and "Corporate". These supporting efforts, costing $25, $50, and $100 per year, guarantee the community's interest in this student guidance program. Any sponsor is encouraged to actively particpate in the program — advice and criticism are eagerly sought.

ANDY CHUKA PRINT · PHOENIX

WHAT CAN YOU DO?

In addition to financial donations, CAREERS, INC. has a continuing need for speakers in many different fields of professional and technical endeavor. From doctors to laboratory technicians — from engineers to draftsmen, we seek persons willing to talk before student groups about their respective careers.

There is also a need for volunteer workers to reduce our operating costs and to tell our story. Such efforts can be set up on a convenient schedule to avoid creating a hardship on the volunteer.

We also need the help of organizations providing films, books, and other materials.

If you can fill any of these needs, may we contact you personally to talk further of our unique organization?

THE CONTRIBUTION OF YOUR TIME FOR THREE TALKS PER YEAR MAY INSPIRE 100 CHILDREN

☆

THE CONTRIBUTION OF A $75.00 SCHOLARSHIP MAY AFFECT THE ENTIRE COURSE OF A YOUNGSTER'S LIFE

☆

HERE'S HOW TO DO IT:

For scholarships, please make checks payable to:

PUHS & PCS CAREER CLUB TRUST ACCOUNT

For operating expenses, please make checks payable to:

CAREERS, INC.

All communications should be addressed to:

CAREERS, INC., P. O. BOX 2326, PHOENIX, ARIZONA

"Our only aim is to give all talented young people, from all walks of life, a fair and equal chance at a full-fledged career and a fulfilling life."

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CAREERS, INC. is a non-profit organization operated under the laws of Arizona. Accounting: Harold Heims, C.P.A. Legal Counsel: Rawlins, Davis, Ellis, Burrus, & Kiewit, of Phoenix, Arizona.

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Alfred Thomas	Registrar, Arizona State University
[redacted]	[redacted]
Morrison F. Warren, Ph.D.	Principal, Booker T. Washington School

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Owen P. Kiely
Chief, Office of Equal Employment Opportunity
HQ. Eastern Contract Management Region
Olmsted Air Force Base, Pa.

Phone Whitney 4-5521 EXT 83104
(Middletown, Pa)

Mailing address

O. P. Kiely, REN
HQ. ECMR
Olmsted AF Base, Pa.

re - CW -

MM:
Interagency
Mail list, please
Done -

+ same address & above Title for
future reference

PR board suggestions:

Mr. David Scull (White)
Turnpike Press
Annandale, Virginia
(Businessman; former state department employee; member, Borad of Directions, Nationwide Ins. Co.; internationally active in the human rights area with the Quakers; well known nationally and influential in the Washington area.)

The Rev. Virgil Wood (Negro)
Lynchburg, Va.
(Member, Bd. of the Va. Council; local chairman, NAACP; local chairman, Lynchburg Council on H.R.; although fairly young, has emerged as the major Negro spokesman in his part of Virginia; has been ~~responsible for~~ instrumental in organizing & manning responsible and unified Negro ~~organization and~~ protest activity.)

The Rev. Joseph Lowery (Negro)
Mobile,
Alabama
(Methodist minister; member Ala. Council on H. R.; vice chairman, Southern Christian Leadership Conf.; able long-time leader of Mobile Negro community - largely responsible for effective political organization there; has won a number of advances in the Mobile area through responsible, skillful negotiation.)

Mr. or Mrs. Clifford Durr (White)
Montgomery,
Alabama
(He is attorney; former member of Fed. Communications Commission; has been active as atty. for many victims of violence and intimidation around Montgomery; She is key worker in Montgomery Council on H. R. and is active in church and civic circles.)

Bill Williams suggestions:

Mrs. Heurine Banks (Negro)
Dean of Women
Bethune-Cookman College
Daytona Beach, Fla.
(Highly influential in Negro circles on a state-wide level; member, State Board, Fla. Council on H. R.; has travelled abroad under State Dept. auspices.)

Nat Griswold suggestions:

Mrs. Gordon McNeil (White)
69 Gray Street
Fayetteville, Ark.
(Faculty wife; active in state League of Women Voters and other civic groups; author of book in preparation on race and children)

Nat Griswold - continued

Atty Wiley Branton - (Negro)
119 E. Barratue Street
Pine Bluff, Ark.

(Chairman, Legal Redress Committee, State NAACP; legal advisor, Ark. Council on H.R.)

Mrs. John Samuels (White)
Little Rock, Ark.

(Staff director, Women's Emergency Committee; extremely influential in white moderate and liberal circles; has political influence.)

Dr. Lewis M. K. Long (White)
Donaghey Building
Little Rock, Ark.

(Practicing Psychologist; author of ADL pamphlet, in preparation, on the Little Rock situation; active member Little Rock Council on Human Relations.)

Mr. James E. Youngdahl (White)
Tower Building
Little Rock

(Labor attorney; law partner of Sid McMath; active in Ark. Council on H. R.; formerly worked with Dan Pollitt on legal research projects in Little Rock.)

United States National Student Association

USNSA NEWS

3457 CHESTNUT STREET · PHILADELPHIA 4, PA. · BAring 2-1106

FOR FURTHER INFORMATION
Marion Simon
Public Relations Director

FOR RELEASE ON RECEIPT

PHILADELPHIA, November 15 -- Richard A. Rettig, President of the United States National Student Association (USNSA), a confederation of student governments in colleges and universities throughout the country, yesterday issued a statement to the Governor and Legislature of Louisiana condemning attempts to evade integration of public schools there. Rettig also commended the School Board of New Orleans for their action in the crisis.

The statement said:

"The United States National Student Association condemns the action of the Governor and Legislature of the State of Louisiana for their flagrant attempts to defy the 1954 decision of the United States Supreme Court; to defy the 1960 order of the United States 5th District Court of Appeals; to defy the wishes of the Mayor, School Board and many citizens of the City of New Orleans; to prevent the peaceful desegregation of the New Orleans public schools in compliance with the law and the courts; to exploit the hatred, fear and prejudice of the citizens of Louisiana by deliberately misusing the legislative process.

"USNSA commends the School Board of New Orleans for their courageous action in keeping open the public schools in the face of threatened reprisals from the State Legislature. The United States National Student Association further reaffirms its support of equal opportunity for all students regardless

more

of race, creed, color or economic circumstnace, especially as the realization of that opportunity is consonant with the decision of the United States Supreme Court decision of 1954."

USNSA, founded in 1947, is dedicated to the increased responsibility and participation of students in the educational, national and international communities.

Rettig, 24, is a graduate of the University of Washington and a former Program Vice President of USNSA. He was elected USNSA President by delegates to the 13th National Student Congress at the University of Minnesota last summer.

- 30 -

SIX WEEKS—

Summer, 1961

ENCAMPMENT for CITIZENSHIP

in

NEW YORK,

CALIFORNIA, or

PUERTO RICO

can make an important difference to . . .

YOU . . . YOUR COMMUNITY . . . YOUR COUNTRY

A growing number of young people today believe the forces at work in public affairs are beyond their control: the immmensity of the problems confronting society appear so overwhelming as to make any action on their part seem inadequate. *But* the solution of these manifold problems—and indeed survival itself—requires the utilization in public life of the energies, wisdom and knowledge of each of us.

You—the individual citizen—*can* count if you are adequately prepared for your public responsibilities. The Encampment for Citizenship can help you to identify the problems, encourage you to find your own solutions, equip you with the methods for taking effective action.

16th ANNUAL ENCAMPMENT FOR CITI

IDENTIFYING SOME OF THE PROBLEMS

Generally, the organized study program centers on the following major areas:

THE HISTORY AND MEANING OF DEMOCRACY. The American heritage. The roles of government, political parties, the Constitution, the Bill of Rights, the individual. The uses of power in a democratic society. Democratic methods and procedures of political action. Civil liberties. Anti-democratic ideologies; their origins and why people are drawn to them . . . the democratic answer to contemporary challenges.

HUMAN RESOURCES. Democracy as a way of seeing people. Obstacles to equality and fulfillment. Causes and effects of prejudice, discrimination, segregation. Intergroup conflict with special reference to current problems.

NATURAL RESOURCES AND THE ECONOMIC SYSTEM. How the productive and distributive systems work; strengths and weaknesses. The economic and moral issues between labor and management, farm and city. Role of government in economic life.

INTERNATIONAL AFFAIRS. Factors making for war and peace. Problems of world organization and functioning of the United Nations. Factors shaping American foreign policy. Problems of emerging nationalism and their effects.

The educational program is planned in cooperation with an able faculty drawn from the universities and professions, with wide experience in public affairs. The faculty lives in the dormitories together with the students, affording ample opportunities for additional exchange of ideas.

Basic information is afforded through lectures, films, field trips, discussions, books and pamphlets, and supplemented through the constructive use of the experience and backgrounds of campers and staff. Discussion groups, forums, role-playing and other techniques of group problem solving are used to clarify the relation of leader and groups. The conflicting interests and practical problems of community participation are studied.

ZENSHIP JUNE 25 – AUGUST 5, 1961

Workshops are focused on practical problems—with the purpose of social analysis, of problem-solving, and developing techniques of constructive action.

THE PROCESS USED

LECTURES. Because of its proximity to urban centers, the Encampment has easy access to a great variety of resource persons and institutions. Academic material becomes alive and meaningful. Staff lectures are supplemented by guest speakers who bring concrete information and viewpoints directly from the very areas of life in which the problems under discussion occur.

DISCUSSION GROUPS. The core experience in each unit of study is the discussion group. Campers meet in small groups under a faculty leader to discuss and interpret the material. Learning is related to the campers' individual backgrounds. Ideas are analyzed and information shared. Above all, the aim is to develop an understanding of conflicting viewpoints so that campers become increasingly capable of critical analysis.

FIELD TRIPS. Field trips for research are planned to assure first-hand observation of problems. Direct contact is made with people and their leaders. Campers see conditions in different social and economic areas of the community; visit housing developments, talk with families and meet with school, church and civic leaders. Trips include visits to neighborhood settlements, human relations agencies, labor union headquarters, migrant farm labor camps, steel plants.

A TYPICAL DAY begins at 7 A.M. [illegible] followed by intensive question and discussion periods [illegible] the morning from 9 to 12 noon. Workshops are held after lunch, followed by a recreation period until supper time. In the evenings, there are town meetings, film forums, special programs or other cultural events. Every camper is expected to participate fully in the life of the Encampment—work duties, social and recreational programs, and community government.

Field trips are held one day each week. Free time is available on weekends for the individual pursuit of cultural and recreational activities both on and off campus. Religious services of all faiths are conducted at nearby houses of worship.

WORKSHOPS. Campers are encouraged to select a problem of immediate interest and concern. Then, either individually or in small groups, they spend time on research, reading and reporting. Typical workshops explore such problems as: segregation and integration, farm surplus, labor and management relations, juvenile delinquency, international relations, mediation of strikes, political action, civil liberties, community relations, migrant labor, housing, sit-ins, church-state relations, and American Indian tribal problems.

FORUMS. Special case studies and findings of projects conducted by workshop groups are often reported to the entire Encampment. In many instances, these are reported in panel and socio-drama form. Campers learn techniques, solve problems and discover new methods of presenting their findings effectively.

RECREATION. Recreational activities are conducted by campers under the guidance of an expert staff. They contribute to health by involving campers in outdoor and indoor physical activities—sports, games, dancing, swimming—enriching the personal development of the individual and opening up the world of the arts. Talents of campers are utilized in programming recreational and social activities. The cultural riches of the urban centers—theatres, concerts, museums—are drawn upon.

CAMPER WELFARE. While campers are given freedom commensurate with their maturity, their physical and emotional welfare are at all times a close concern of highly qualified members of the staff.

MAJOR PURPOSES OF THE ENCAMPMENT

To promote a deeper understanding of the varied peoples who make up America and a deeper appreciation of the problems they face.

[illegible]

PAGE PARTIALLY ILLEGIBLE

What Encampers Say:

". . . Because I went to the Encampment some very remarkable things happened to me . . . I won a scholarship to the Chicago University to study labor and management. . . ."

". . . It has given me what history, government and civics courses had failed to give me—a real feeling of how a nation works: how things get done and who does them; who decides what ought to be done and why; just how our government is organized. . . . How very much more politically adequate I now feel."

". . . For us all, the Encampment awakened new ideas, brought out problems of which we had hitherto been ignorant."

". . . It remains for me one of the most gratifying experiences of my life—a kind of living recollection of the extraordinary beauty of which human society is capable."

". . . They offered me the most unforgettable and valuable experience of my life, and they made me proud of being what I am . . . a Puerto Rican in culture, and also a proud citizen of the United States . . . and a friend of the world."

". . . The intellectual gains have been enormous for us all, scholars or manual workers."

". . . We were not indoctrinated but enlightened."

. . . I learned to respect people whose ideas were opposed to mine. . . ."

". . . you learn that you need not hate all people of a particular kind because some of them hate you. . . . I can honestly say that I have grown during the past six weeks to an extent that I would have believed impossible before."

". . . We all became each other's teachers as well as pupils.

EDUCATIONAL POLICY COMMITTEE . . . Outstanding educators help to shape the Encampments' programs. These include: Dr. Dan W. Dodson, Director, Center for Human Relations, N.Y.U. School of Education; Dr. Bert Loewenberg, Professor of History, Sarah Lawrence College; Dr. Arthur L. Swift, Jr., Dean, New School for Social Research; and Dr. Goodwin Watson of Teachers College, Columbia University.

WHAT IS THE ENCAMPMENT FOR CITIZENSHIP?

It is a non-profit, non-sectarian, non-political educational organization inaugurated in 1946 under the auspices of the American Ethical Union.

The Bureau of Applied Social Research of Columbia University has called it a "rare and successful experiment in democratic education."

WHO CAN APPLY?

Any person between the ages of 18 and 23. Participation is limited to 100 students each at the New York and California Encampments and 80 students at the Puerto Rico Encampment.

COLLEGE CREDIT

An increasing number of colleges grant academic credit for Encampment attendance or for special projects undertaken with faculty approval. Exploration should be made early by the student with his college supervisor if he is interested in obtaining such credit. A special memorandum can be sent by the Encampment for faculty consideration.

NEW YORK

June 25 to August 5, 1961 . . . at the Fieldston School in Riverdale . . . on the outskirts of New York City . . . 14-acre campus . . . tennis courts . . . swimming pool, ballfields.

CALIFORNIA

June 25 to August 5, 1961 . . . Co-op living accommodations at the University of California at Berkeley . . . in the San Francisco Bay area.

PUERTO RICO

June 25 to August 5, 1961 . . . at La Mina in the Caribbean National Forest . . . ruggedly beautiful setting near San Juan . . . swimming pool on site . . . beautiful Luquillo Beach affords swimming and recreational facilities.

Wherever possible, attempts will be made to assist interested students in finding post-Encampment employment.

CO-OPERATING AGENCIES

(a partial list)

NATIONAL ORGANIZATIONS

Amalgamated Clothing Workers of Am.
American Jewish Committee
American Veterans Committee
Anti-Defamation League of B'nai B'rith
Arrow, Inc.
Association of American Indian Affairs
International Ladies Garment Workers Union
National Association for the Advancement of Colored People
National Ethical Youth Organization
National Farmers Union
National Federation of Settlements
National Urban League
Southern Regional Council
UAW—AFL-CIO

LOCAL COMMUNITY ORGANIZATIONS

Commission on Human Relations—City of Milwaukee, Wisconsin
Commission on Human Relations—City of Pittsburgh, Pa.
Council on Human Relations—Cleveland, O.
Florida Council on Human Relations—Miami, Fla.
4-H Clubs—Minnesota and Wisconsin
Future Farmers of America—Wisconsin
Los Angeles County Committee on Human Relations—Los Angeles, Cal.
Louisiana Council on Human Relations—New Orleans, La.
Mayor's Commission on Group Relations—Newark, N. J.
Mayor's Friendly Relations Committee—Cincinnati, O.
Montana Farmers Union
United Neighborhood Houses, New York, N. Y.
Wisconsin Youth Committee

GOVERNMENTAL ORGANIZATIONS

Commonwealth of Puerto Rico—Migration and Labor Division
Netherlands Office for Foreign Student Relations
New York State Dep't. of Welfare—Buffalo, N. Y.
Office du Tourisme Universitaire—Paris, France
U. S. Department of Interior—Bureau of Indian Affairs

EDUCATIONAL ORGANIZATIONS

Antioch College—Yellow Springs, O.
Brooklyn College—Brooklyn, N. Y.
Carleton College—Northfield, Minn.
City College of New York
Clark University—Worcester, Mass.
Columbia College—New York, N. Y.
Dillard University—New Orleans, La.
Fenn College—Cleveland, O.
Fisk University—Nashville, Tenn.
Goddard College—Plainfield, Vt.
Hampton Institute—Hampton, Va.
Howard University—Washington, D. C.
Orange County Community College—Middletown, N. Y.
Pratt Institute—Brooklyn, N. Y.
State University of N. Y.—Delhi, N. Y.

Assoc. Member of Young Adult Council of the National Social Welfare Assembly

ENCAMPMENT FOR CITIZENSHIP

2 West 64th Street, New York 23, New York

MRS. FRANKLIN D. ROOSEVELT
Honorary Chairman

SAAL D. LESSER
Executive Director

MRS. ALICE K. POLLITZER
Honorary Chairman of the Board

ALGERNON D. BLACK
Education Director

ARTHUR M. BULLOWA
Chairman of the Board

CORINNE SCHREIDER
Alumni Field Secretary

MRS. MADELEINE STEPHENSON
Executive Secretary, California

Space is limited . . . 100 in New York
100 in California
80 in Puerto Rico

Cost . . . $350 for the six weeks includes tuition ($100), room and board ($250).

Method of payment . . . in full, or—

Monthly payments after payment of $10 application fee.

Application may be made to the Encampment Scholarship Fund for partial assistance on the basis of need.

Applications forms can be secured by writing:

ENCAMPMENT FOR CITIZENSHIP
2 West 64th Street, New York 23, New York, SU 7-2714
2209 Van Ness Avenue, San Francisco 9, California, PR 6-3344

LOCAL RELIGION AND LABOR COUNCILS

ARKANSAS:

Little Rock--Wade H. McKnight, 7824 "U" Street.

FLORIDA:

Tampa--O. L. Harrison, 4302 Henderson Blvd. Rev. J. W. Blake, Seminole Heights Methodist Church.

GEORGIA:

Atlanta--Waldo Rasnake, 922 Ormand Terrace, S. E.

KENTUCKY:

Louisville--Floyd Rector, 401 Henry Clay Hotel.

LOUISIANA:

Shreveport--W. B. Parish, 222½ Milam Street.

TENNESSEE:

Knoxville--Paul R. Christopher, 216 Flatiron Building.

Maryville--Delmar Vineyard, President, Local 309, U.S. A. Alcoa

Memphis--Earl Crowder, 136½ South 2nd Street.

TEXAS:

Dallas--Mr. Allan L. Maley Jr., 1727 Young, Dallas 1.

Houston--Rev. C. P. Flynn, 4026 Osby Dr., Houston 25.

Fort Worth--Mrs. James Kuykendall, 4429 Foard Street.

VIRGINIA:

Radford--Eugene Dehart, 1917 3rd St., N. W.

Roanoke--Mrs. Lena Cabe, 28 A Kirk St., S.W. John R. MacKenzie, P. O. Box 16, Roanoke, Va.

JEWISH LABOR COMMITTEE

25 EAST 78 STREET, NEW YORK 21, N. Y. • LEhigh 5-3700

Memorandum

TO:

FROM: Emanuel Muravchik

DATE:

SUBJECT:

OUTLINE PROPOSAL FOR CIVIL RIGHTS PROGRAM WORKING THROUGH TRADE UNIONS IN THE SOUTH

We are entering a period in which Southern labor leaders can markedly increase their contributions to the achievement of desegregation. Those Southern labor leaders who are sympathetic to civil rights are gradually finding that they are less circumscribed now, in what they are in a position to do in making their influence felt on local and regional developments, than any time since the Supreme Court decision.

Take the city of New Orleans as an example: Only a few years ago when the question of desegregation of schools was first raised by an action of the Catholic Bishop of that diocese, all labor elements were silent. More recently, during the struggle around integration of two public schools, the official labor leadership took a forthright position against closing these schools and opposed the many efforts of the State legislature to defy the Federal government.

Trade union leadership in the South has seen the White Citizens Councils and the KKK recruit support among their rank and file. And yet many Southern trade unions have a long history of integrated membership, albeit with internal disparities. The official position of the AFL-CIO clearly supports fully integrated enjoyment of civil rights. Most Southern labor leaders, however, are acutely conscious that giving these objectives high priority would alienate a substantial portion of their own membership. In an effort to assist Southern labor leaders in applying to their situation to the official AFL-CIO policy, a Southern Advisory Committee to the AFL-CIO Civil Rights Department has been organized. It consists of the executive officers of each of the Southern State Labor Councils. The Jewish Labor Committee has been requested to provide staff for this Committee.

There have been encouraging recent developments:

The initiative taken by the Texas and Virignia AFL-CIO in finding completely integrated state convention facilities in states where such accommodations had been virtually without precedent.

The opposition of the trade union movement, not only in New Orleans but in Little Rock, Norfolk and Atlanta, to the closing of schools.

The role of the Tennessee State Labor Council in assisting the Fayette County Negro workers, farmers and small businessmen against whom sanctions were organized by the White Citizens Councils.

The public stand taken by the Louisiana AFL-CIO Council in newspaper ads in defense of its election of an NAACP officer as vice president of the State Council.

The North Carolina AFL-CIO's state convention resolution supporting the lunch counter sit-ins of the Negro students.

These developments support our view that improved potentials for effective trade union action in support of equal rights are present in the Southern situation today. Further evidence of this is given in our having organized, even in the absence of local staff, a committee of a score of Atlanta labor leaders to encourage and plan human rights work in the local labor movement. The usefulness of this group would obviously be markedly improved by continuing on-the-scene staff support.

The following pages outline a plan to lay the groundwork during the coming year for a subsequently expanded five year program. The groundwork would consist of pilot efforts which can determine how best to proceed with more extensive work and which would make it possible to appeal to various sources for broader financial support.

I. Objectives

To plan community and regional programs on the basis of pilot work in selected areas. These programs will deal with labor's part in encouraging Negro registration and voting, with labor's role in assisting the desegregation of schools and access to public accommodations, integration by labor of segregated union locals, and economic action to promote equal employment opportunities.

II. Methods

A twelve month pilot operation will:

A. Ascertain which of the key trade union leadership figures have the inclination to encourage civil rights progress through their own organizations, what limitations their situations impose on them, and which community figures respected by labor (e.g. labor lawyers, pro-labor intellectuals, clergymen, etc.) can be counted on to influence unions to implement labor's civil rights policy.

B. Extend and update information gathered in the study six years ago on the number, proportions and status of the Negro within the larger unions in the South and in the larger regional concentrations of union membership. Identify progress and setbacks since the study, specifically on the number of locals in each category:

1. integrated locals

2. joint Negro-white locals in which Negroes have second class status

3. parallel white and Negro locals with equal status

4. white and Negro locals where the Negro locals have second class status

5. white only (or Negro only) locals in trades or industries where both races are employed

6. locals in industries where only one race is employed

C. Update information in unionized industries on employment discrimination and establish channels whereby these data and the data referred to in point B. above can be periodically checked in areas of change.

D. Ascertain recent positions, positive or negative, taken by trade unions on race questions with indications of the influences which were at work.

III. Means

There will be a full-time director, experienced in labor union problems in the South. In addition, several persons will be given short term assignments in regions and industries they know. The project will require some research and secretarial assistance. The director would be associated with the Southern Advisory Committee to the Civil Rights Department of the AFL-CIO. There will be no publicity.

Patterns of work developed by the Jewish Labor Committee through the Labor Committees for Human Rights in major Northern urban centers will be modified to meet the Southern conditions. During the pilot period, care will obviously be exercised in testing methods of work in order not to risk destroying the effectiveness of pro-civil rights elements through premature action.

IV. Geographic Starts

During the pilot period the work will be based in Atlanta. In addition, however, the director will use Birmingham, New Orleans and either Houston or Dallas-Ft. Worth as focal points. Other industrial centers in which preliminary work should be done in the first year would include: Richmond, Norfolk-Newport News, Winston Salem, Charlotte, Dade County (Miami), Jacksonville, Memphis, Chattanooga, Nashville, Montgomery, Jackson, Little Rock, East Texas oil field area, Charleston, San Antonio.

V. Scale

The preliminary twelve month period will require a budget of about $24,000:

Personnel director	$ 8,000
Consultants and research assistants on spot assignments	6,700
Secretarial assistance	4,000
Travel	3,000
Office, rent, equipment, supplies, printing, telephone, telegraph, postage	1,600
Social security, unemployment insurance, health benefits	700
	$24,000

We anticipate that this preliminary undertaking will lay the groundwork for a five year program which will require $50,000 per year, using a program nucleus of two full time persons and two part time people based in each of the regions where measurable progress appears attainable and where events demand it.

C O P Y

Judy Lowry
3590 Traver Road
Shaker Heights 22
Ohio

Panel of Americans, Inc.
33 East 68th Street
New York 21, New York

Dear Sirs:

The Inter-faith Association of Goucher College, Baltimore, Maryland wishes to sponsor a Panel of Americans lecture and discussion this fall, as we did last year. We would like any Panel group available in the region to be our first program of the year which will introduce our organization to the freshment We have reserved Thursday night, October eleventh at seven-thirty on the college calendar for this event. Can you let me know if there is a group available at this time or put me in touch with a group in the vicinity which could come as soon after that date as possible? I would also appreciate information about costs. Thank you for your fine service to us Americans!

Yours truly,

Judy Lowry
Conference Chairman
Goucher College
Inter-faith Association

DRAFT

approved entire staff 13 Jan 55 FBR

F.B.R.

Hours of Work

The Southern Regional Council office is open from 9:00 a.m. to 5:00 pm., Monday through Friday.

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Overtime

It is not the policy of the Southern Regional Council to pay for overtime. For Clerical Personnel Where overtime is authorized in advance compensatory time off is earned but should be taken within about a week work permitting. Special circumstances for a professional person should be discussed with such persons supervisor.

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Salary Payments

It is the policy of the Southern Regional Council to pay the staff by check on the fifteenth and the last day of the month. Whenever the fifteenth or the last day of the month falls on a Saturday, Sunday, or holiday, pay checks are written on the day preceding that Saturday, Sunday or holiday.

If a payday should fall within a vacation period, then check for that pay period may be given to the staff member on the day he leaves for his vacation, if that is preferred by him.

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Travel Expenses

It is the policy of the Southern Regional Council to reimburse the staff for travel and actual expenses in connection with field work for the Council.

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Ordinary travel is paid on the basis of six cents per mile if travel is by automobile, and for the actual cost of ticket if travel is by train, bus or plane. Actual expenses are paid for hotel, meals, tips, etc. in connection with official duties while on field trips.

Per diem in lieu of hotels, meals, tips, taxicabs may be authorized.

It is the policy to reimburse members of the Board of Directors and Members of the Executive Committee for travel and actual expense when attending official meetings at Council headquarters or at some other designated place.

All expenses should be itemized on the expense voucher provided by the Council and presented to the Secretary-Treasurer for reimbursement before the last day of the month.

If it is necessary to secure an advance toward travel, request should be made to the Secretary-Treasurer as far as possible in advance of the time the check is needed.

Incidental Expenses

If any member of the staff has to attend a luncheon or dinner in connection with his official duties, the cost of the meal will be paid by the Council.

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Holidays

The office of the Southern Regional Council is closed on the following holidays:

New Year's Day

Good Friday

Independence Day

Ordinary travel is paid on the basis of six cents per mile if travel is by automobile, and for the actual cost of ticket if travel is by train, bus or plane. Actual expenses are paid for hotel, meals, tips, etc. in connection with official duties while on field trips.

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Holidays

The office of the Southern Regional Council is closed on the following holidays:

New Year's Day

Good Friday

Prescott Bush, President, 1st Page of

Labor Day

Thanksgiving Day + following Friday -

Christmas Day (and whenever practical, Christmas Eve)

Whenever a holiday falls on Sunday, the following Monday may be taken. Holidays falling on Saturday may be observed upon the Friday before the holiday. Other special religious holidays may be observed by persons affected upon authorization.

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General Policies

Each employee of the Southern Regional Council who is serving in a permanent status earns both vacation and sick leave at the rate of one and one-half work days for each full month of service. Vacation and sick leaves are not granted to temporary employees. A temporary employee who subsequently is employed on a permanent basis will be credited with any accumulated vacation or sick leave he may have accrued on the date of permanent employment.

Records are kept by the Secretary-Treasurer of all absences from the office on work days. The attached form (SRC 8) is used for this purpose.

An employee will be charged with vacation or sick leave only for absences on those days upon which he would otherwise work and receive pay. No charge will be made against vacation for absences on holidays, Saturdays, Sundays, or other non-work days.

An employee who is absent from the office on official business is not considered on leave.

Vacation

Employees of the Southern Regional Council may take their vacations at any time that will least interfere with the efficient operation of the office.

Requests for leave of any duration should be made in writing in advance to the Secretary-Treasurer and requests for leave of more than two days should be made in writing at least ten days ahead. This will allow time for securing approval.

If not taken, vacation may accumulate up to 24 work days. Accrued vacation in excess of 24 days will be forfeited.

If an employee resigns or is asked to resign from his position, he is entitled to receive pay for all of his accrued vacation which has not been taken, up to, and including the date of his leaving.

Sick Leave

Sick leave with pay is allowed whenever an employee is incapacitated for performance of duties due to sickness, injury, or when some member of his immediate family has a contagious disease, is seriously ill, or dies.

Notification of absence on account of sickness shall be given to the Secretary-Treasurer as soon as possible on the first day of absence. On the first day of work after illness, employee will turn in "Record of Leave" to the Secretary-Treasurer.

Sick leave may accumulate up to a total of 48 work days. Untaken sick leave beyond this total is forfeited.

If an employee has a serious illness which keeps him away from the office for a period of time beyond the sick leave accrued to his credit, the Executive Director may approve either of the following plans:

(1) Leave without pay, after all accumulated sick leave and vacation have been exhausted.

(2) Sick leave advanced, up to 20 work days, with the understanding that the employee will remain with the Council until sick leave has been earned, or that adjustment will be made in final salary.

When sickness occurs within a vacation period, the period of illness may, upon written authorization, be charged as sick leave, and the charge against the vacation reduced accordingly. Application for substitution of sick leave for vacation shall be made immediately after the expiration of the vacation period.

When an employee resigns, all accrued sick leave is forfeited at the time of resignation.

Maternity Leave

In cases of maternity leave, the Executive Director may grant leave of absence without pay for a period not to exceed eight months after all accrued sick leave and vacation have been taken.

Leave Without Pay

Leave without pay for reasons other than sick leave, may be granted with approval of the Executive Director ~~after all accumulated vacation is exhausted.~~

An employee returning from leave of absence without pay will be credited with any accumulated sick leave he had accrued when granted leave of absence.

Termination of Employment

If an employee resigns his position with the Southern Regional Council, it is expected that minimum notice of two weeks will be given; if it is necessary to reduce staff, the employee laid off will be given at least two weeks notice. In instances of dismissal, where it seems advisable for the employee to leave immediately, he will be paid for the notification period.

As stated above, an employee whose services are terminated voluntarily or involuntarily will be paid for all of his accrued vacation at the time of his leaving. Any accrued sick leave is forfeited.

Alumni GEORGIA

Miss Eleanor B. Jones '61
151 Lyndon Ave.
Athens

Miss Lucia Holloway '61
867 Mitchell St. S.W.
Atlanta

Miss Elaine McEwen '57
40 W. Lake Ave. S.W.
Atlanta

Miss Betty Ann Stephens '60
1175 Ira St. S.W.
Atlanta

Margaret Traylor '62
1950 Penelope St. N.W.
Atlanta
School: Greensboro, N.C.

Miss Claire D. Lamar '61
2011 Milledgeville Rd.
Augusta
School: Nashville, Tenn.

Mrs. Willarena Lamar Williams '52
2011 Milledgeville Rd.
Augusta

Mr. Richard Goetsch '57
Lake City Elementary School
Forest Pakrs, Georgia

Mr. Willie Thompson '60
Route 1, Box 315A
Fortson,

Miss Patricia Kay Smithy '56
Millhaven, Georgia

Mr. John Finney '58
415 W. Huntingdon
Savannah

Miss Annette Kennedy '58
3403 Hopkins St.
Savannah

Mr. James Scott '53
17 Cornwall St.
Savannah

MM - Encampment for Citizenship alumni -

Mr. Vernon Smith '58
2214 E. Hall
Savannah

?

J. Metz Rollins, Jr.
United Presbyterian Church
P.O. Box 1086
Nashville, Tennessee

Mr. Abbot Rosen
Anti Defamation League of B'nai B'rith
343 S. Dearborn
Chicago, Illinois

Rabbi Irving J. Rosenbaum
Chicago Board of Rabbis
72 East 11th Street
Chicago 5, Illinois

Mrs. Mary O. Ross
National Baptist Convention, U.S.A., Inc.
584 Arden Park Boulevard
Detroit 2, Michigan

Rev. Solomon D. Ross, D.D.
National Council of Churches
584 Arden Park Boulevard
Detroit 2, Michigan

Janice Rouzan
Xavier University
1863 Industry Street
New Orleans 19, La.

W. Harold Row
Church of the Brethren
1451 Dundee Avenue
Elgin, Illinois

Mrs. Ernest E. Rucker
Protestant Episcopal Church
105 Neal Street
Lynchburg, Virginia

Mrs. Roger M. Ruppert
Catholic Interracial Council of
Miami Valley
315 Sandhurst Drive
Dayton 5, Ohio

Mrs. Ben Russel
824 Tusculum Boulevard
Greeneville, Tenn.

William A. Ryan
Catholic Interracial Council of Detroit
1582 Defer Place
Detroit 14, Michigan

Rev. Amos Ryce, Jr.
Christian Methodist Church
4353 Enright Avenue
St. Louis 8, Missouri

Rev. Clemonce Sabourin
Lutheran Human Relations Ass'n.
Valparaiso University
Valparaiso, Indiana

Mrs. David R. Saunders
United Presbyterian Church
447 Walnut Lane
Princeton, New Jersey

Rabbi Herman E. Schaalman
Emanuel Congregation
5959 N. Sheridan Road
Chicago 26, Illinois

Mr. Philip Scharper
Sheed & Ward Publishers
64 University Place
New York 3, New York

Most Rev. Francis J. Schenk
Catholic Diocese of Duluth
2215 E. 2nd Street
Duluth 12, Minnesota

Rev. Austin Schlaefer
Catholic Interracial Council
1927 N. 4th Street
Milwaukee 12, Wisconsin

Mrs. Betty E. Schmid
377 Lincoln Avenue
Woodstock, Illinois

Ernest P. Schnippel
Young Christian Workers
3707 S. Pennsylvania Street
Indianapolis 27, Indiana

Mr. Lee Schooler
Public Relations Board, Inc.
75 E. Wacker Drive
Chicago, Illinois

Rev. Donald F. Schroeder
Detroit Council of Churches
65 East Columbia
Detroit 1, Michigan

Mrs. Robert F. Schroeder
National Council of Catholic Women
6715 Wicker Avenue
Hammond, Indiana

David S. Schuller
Lutheran Human Relations Association
801 De Mun Avenue
St. Louis 5, Missouri

Rev. Andrew Schulze, LL.D.
Lutheran Human Relations Assn. of America
Valparaiso University
Valparaiso, Indiana

Miss Eleanor R. Schwartz
National Federation of Temple Sisterhoods
838 Fifth Avenue
New York 21, New York

Myron Schwartz
Jewish Community Relations Council
602 Fullerton Building
St. Louis 1, Missouri

Nathan Schwartz
111 N. Wabash Avenue
Chicago 11, Illinois

Mrs. Robert G. Schwass
Archdiocesan Council of Catholic Women
708 Garland Place
Des Plaines, Illinois

William T. Scott, Jr.
United Church of Christ
811-813 W. Main Street
Durham, North Carolina

Francis C. Shane
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PROPOSAL ON HUMAN RELATIONS EDUCATION WITHIN LABOR ORGANIZATIONS

I. Introduction:

Having played a very important part in the passage of the Civil Rights Act, the labor movement now faces the equally crucial task of assisting in the implementation of the Act itself. In particular, the provisions of Title VII, dealing with employment on a non-discriminatory basis, will affect labor most directly across the country, those who have previously pioneered in efforts to combat discrimination and prejudice, as well as those who have hung back or been in opposition.

This responsibility presents the labor movement with a most serious challenge, since it no longer requires merely the genuine support of top leadership, but the willing and skillful cooperation of secondary union leadership, and in the final analysis, of rank-and file members of unions. Among the latter, as might be expected, discriminatory attitudes are still not uncommon, and have to be dealt with. There is a desperate need to build bridges between the Civil Rights movement and the rank and file of organized labor.

Soon after the passage of the Civil Rights Act, the AFL-CIO engaged in a major effort to assist in its implementation. The first step was the adoption of a five-point program by the Executive Council in early August, 1964. It called for the education of union members, and other citizens, on the rights and obligations of the Civil Rights Act; a broadening of the work of the AFL-CIO Community Task Force aiming at achievement of integration of schools, public facilities, and public accommodations; efforts toward the voluntary compliance with fair employment practices (Title VII); adequate

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funds for vigorous administration of the Act; and, finally research into further legislative needs in the field of civil rights. In adopting this resolution, the Executive Council of the AFL-CIO acknowledged that discrimination within trade unions presented a continuous problem, on the national as well as the local level.

The next step involved the summoning of a national trade union conference for September 2, 1964, in the District of Columbia. It was attended by some 300 delegates from international unions and state and local central labor bodies. At this meeting President Meany outlined the following grass roots program:

A. Each National and International Union should:

assign one officer to the task of developing an effective equal employment opportunity program, including non-discriminatory clauses in collective bargaining agreements; and

assign a competent staff person to assist central labor bodies in developing an effective community campaign on civil rights - in cooperation with the AFL-CIO Civil Rights Department.

B. Each Central Labor Body should set up a committee on human rights or civil rights.

C. Assistance to non-union workers in filing complaints against discriminatory practices.

D. Sponsorship of regional area conferences to further discuss - and plan - programs on the implementation of the Civil Rights Law.

The third step pertained to the production of a series of pamphlets and leaflets on the Civil Rights Act such as:

a leaflet titled "Civil Rights: Fact or Fiction" of which some three million copies were distributed;

a 22-page pocket size question and answer booklet titled "Equal Rights for All";

copies of the civil rights statement adopted by the AFL-CIO Council in August, 1964;

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a catalogue of films on civil rights prepared by the education department of the AFL-CIO;

a manual on civil rights providing details on the Leadership conference on civil rights and other pertinent information; and

a brochure detailing the various provisions of the Civil Rights Act.

The above is ample evidence ~~- and testimony~~ - of the very serious interest and determination of the American labor movement to join with other groups in an all out effort to assure full compliance with the Civil Rights Act, and to eliminate all vestiges of racial discrimination.

Yet these efforts, impressive as they may seem if compared to the past, still leave many needs unmet. Most union staff and officers lack knowledge as well as skills to deal with minority problems. Errors in approach caused by insensitiveness to delicate human relations factors may prove very costly, and in fact strengthen and harden prejudices and build new barriers rather than remove old ones. Local union officers badly need assistance in developing effective tools for dealing with racial and religious prejudices. They need to know about habits of behavior, and how they can be changed, and they need to know how they can involve workers in practices of human relations. While union staff in the South has been increasingly involved in civil rights matters, hardly a beginning has been made to train local union officers for their very difficult responsibilities.

Moreover, in order to have lasting impact, an educational program will have to address itself to more than merely the Civil Rights Act of 1964, and come to grips with the whole impact of civil rights on unions, local communities, and the nation itself. The time is ripe, and opportunities greater than ever. Programs which only a year ago may have seemed like mere wishful thinking and dreaming, have suddenly moved into the realm of (actual) possibility.

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II. What is Proposed:

The National Institute of Labor Education jointly with the Southern Regional Council, proposes to undertake the following three-year program of education in the South:

A. Human Relations Institutes for Union Staff and Local Union Officers:

We propose to hold a number of workshops, each of approximately one-week's duration, which would deal with all aspects of human relations, minority history and minority problems; timing and approach; use of skills; knowledge of organization and resources; legal and historic concepts; and the new provisions of the Civil Rights Law.

In addition to the acquisition of knowledge and skills, these institutes will provide white and Negro trade unionists with valuable opportunities for social and recreational contacts. Few people can fail to grow when they experience friendships and pleasant associations across racial and religious lines. As a further consequence one may confidently expect that these institutes will aid significantly in promoting the traditional southern summer schools which have been held annually. They will also, we hope, improve Negro representation in these and other educational activities of the labor movement. In the past, Negroes have been noticeably under-represented in labor education activities, either because of uncertainties as to just how welcome they would be, or because there has been a reluctance to face squarely the whole gamut of race relations, particularly such crucial in-plant problems as promotions, apprenticeship training, and job classification.

It is to be hoped that these Human Relations Institutes would provide the labor movement not only with a cadre of leaders trained in handling human relations problems and techniques, but also contribute significantly to the quality and quantity of labor education in the South. For years we

have been training policemen, social workers, and teachers in human relations. These programs and experiences may suggest useful patterns for developing practical educational programs for union officers.

B. Preparation of Case Studies on Handling of Minority Problems:

These studies would serve as the core of the materials to be used for instructional purposes in the Human Relations Institutes. The studies should be varied, and pertain to actual problems and situations, whether they have been handled well or badly. They should include problems which arose in the plant, union, or in the community, as, for instance, housing, transportation, school, etc. Furthermore, they should cover northern as well as southern communities.

It is on a plant and local level that problems of discrimination have to be met and studies on the local level will assist union leaders in developing effective approaches in their educational efforts. Other materials, including pamphlets and discussion guides, may also be useful, provided they are keyed to workers' vocabulary, interest and to specific local situations.

The case studies would be useful, obviously, also in other labor education classes across the country, as well as presumably in adult education programs generally.

C. Training of Speakers:

The lack of competent speakers on civil rights problems and racial discrimination has been generally recognized as a very serious handicap in the development of union education programs. This lack is felt especially in the South, where the need is greatest and most urgent.

A few teacher training projects would quickly increase the supply of speakers and thus provide the basis for substantially enlarged consider-

ation of the subject matter in labor education offerings.

III. Conduct of Project:

NILE and the Southern Regional Council will be jointly responsible for the implementation of this program. Headquarters for the project staff will be established in the offices of the SRC, and all staff will be administratively responsible to the Director of the SRC, which will also make available to the project staff its rich experience and skills in the area of race relations. NILE's responsibilities will include: assuring labor participation; liaison in D.C. to labor, and if necessary, government; advising on education programs, teachers, materials, methods; and responsibility for case studies.

An Advisory Committee will be established to advise on program developments and engage in a continual evaluation of the program. The Committee will be composed of representatives from labor, universities, the civil rights movement, SRC, and NILE.

IV. Cost and Financing:

To implement this proposal, the following cost factors have to be considered:

Cost of organization and promotion - this includes staff, program planning, contact with appropriate affiliates of the labor movement, arrangements for faculty, class rooms, and other administrative details.

Cost of tuition - expenses for meals, travel and hotel, where necessary.

Loss of income

Preparation of case studies and other materials

Evaluation

We expect unions and/or the people enrolled in classes to absorb the

cost for tuition, room, board, travel, and loss of income. Outside support, however, will be needed to take care of the cost of administration, promotion, preparation of case studies and materials, and evaluation. It is assumed that these expenditures will require support in the amount of $128,700 for a three-year period. A breakdown of the budget estimates will be found on the following page.

March, 1965

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BUDGET ESTIMATE FOR PROPOSAL ON HUMAN RELATIONS

	1 Year	3 Years
Salary ~~of Project Director:~~ Director	~~$15,000~~	$45,000
~~Secretary/Research Associate:~~ Secretary/Research Associate	$ ~~5,500~~ 20,500	$16,500
Health and Welfare (10 percent):	$ ~~1,550~~	$ 4,650
Travel:	$ 5,000	$15,000
Office Supplies, Telephone:	$ ~~1,500~~ 2,000	$ 4,500
~~Rent:~~	$ 1,200	$ 3,600
Preparation of Case Studies, plus Duplicating Expense:	$ ~~6,000~~ 10,000 **	$ 6,000
Contingency:	$ 1,000	$ 3,000
Scholarship Fund:	$ 1,500 *	$ 4,500
Advisory Committee (8 People, 2 Meetings):	$ 1,500	$ 4,500
Overhead:		$21,450
	$39,750	$128,700

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* While unions and/or individual students are expected, as a rule, to pay the full cost of tuition, personal expenses, and wage loss, the Scholarship Fund will enable us to allow for the meritorious attendance of some union officers where neither the union nor the student himself are able to participate in the program without outside help.

** Cost of $6,000 for preparation of case studies for one year only.

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Russell Bull Scholarship Award Instructions

In memory of Russell Bull, the United Packinghouse, Food and Allied Workers, AFL-CIO (UPWA) established in 1960 the Russell Bull Annual $1,000 Scholarship Award, to be granted "each year to the student in college or in high school preparing for college who makes an outstanding contribution by his (her) character and his (her) performance in the area of civil rights" and establishes "financial need for the Award in order to continue his (her) studies". Applications may now be made for the 1963-64 academic year, as stated below.

The UPWA's Public Review Advisory Commission administers the Russell Bull Scholarship and will select the Award winner. The members of the Commission are Professor Nathan P. Feinsinger, University of Wisconsin Law School, Madison 6, Wisconsin, Chairman; Professor Ronald W. Haughton, Wayne State University, Detroit, Michigan; Professor Harry Kalven, Jr., University of Chicago Law School, Chicago, Illinois, and Rev. Dr. Luther King, Jr., Ebenezer Baptist Church, Atlanta, Georgia. The Commission has established the following rules and regulations for the second annual award for 1963-64.

1. An applicant must be a candidate for a degree in a recognized college or university, or a senior in high school who will enroll in a recognized college or university as a candidate for a degree in the summer or fall term following the award of the scholarship. There is no restriction as to choice of college or course of study.

2. An applicant for the Russell Bull Scholarship must have demonstrated by previous academic achievement scholastic aptitude and ability justifying a belief that he will successfully complete studies leading to a degree.

3. Application for consideration for the Russell Bull Scholarship may be made as follows:

   a. File an application in letter form, as directed below. Each application must be accompanied by transcripts of school or college records.

   b. Each application should include detailed information about interest, participation, and leadership in activities furthering and promoting civil rights and civil liberties. Each applicant should state what he considers his outstanding achievements in these fields and in his community in general. Applicants should also describe their educational and career plans, and include any other information which they consider relevant.

   c. Each application should be endorsed by letters of recommendation from at least two persons or organizations actively concerned with and engaged in promoting and furthering civil rights and civil liberties, or from members of school or college faculties, describing and evaluating the applicant's interest and activities in these fields and his potentialities for leadership therein, and providing any other information considered relevant by the writer. The letters of recommendation may be sent directly to the Chairman or accompany the application.

   d. Each applicant should submit evidence of financial need, which should include information as to family and personal income, resources and obligations, and estimated expenses for tuition and living expenses at the college or university chosen by the applicant.

4. A recipient of a Scholarship will be expected to make normal progress and maintain good standing in college and do scholarship level college work.
5. Applications for renewal of Scholarships will be considered on the same basis of merit and need as defined above.
6. Applications must reach the Commission not later than March 30, 1963. It is expected that the Award will be made not later than April 15, 1963.
7. APPLICATIONS SHOULD BE MAILED TO: CHAIRMAN, UPWA PUBLIC REVIEW ADVISORY COMMISSION, C/O RALPH HELSTEIN, PRESIDENT, UNITED PACKINGHOUSE, FOOD AND ALLIED WORKERS, AFL-CIO, ROOM 1800, 608 S. DEARBORN STREET, CHICAGO 5, ILLINOIS.

CAN MISSISSIPPI CARRY THE BALL?

What sort of education do we want for our children? Most parents could answer this question unhesitatingly. We want to give them:

- The best teachers available.
- A well-rounded curriculum to develop their minds, their moral character and their physical well-being.
- School buildings with high standards of sanitation, equipped with lab facilities, teaching aids, libraries and athletic equipment.
- An educational atmosphere where they can learn uninterruptedly, without fear of violence and unrest.

These are natural, normal desires. As parents, we have an obligation to work for their accomplishment. As taxpayers, we have a duty to see them achieved with thrift and good management. As citizens, we have a right to ask that our schools be protected from the impractical schemes of hotheads and extremists.

But all of these goals face serious threats today. Faced with court orders to desegregate schools in September, 1964, many voices demand a tuition grant system which would enable parents to send their children to private schools paid for by a state grant of approximately $185 per pupil.

Let us examine this idea on its past performance - without heat or rancor - to see what it would mean for our children, for our school system, and for the economy of our State.

What Value to our Children?

There is no existing private school system in Mississippi which could absorb tuition grant students. Tuition grant schools would therefore have to be hastily organized in abandoned buildings, garages, church basements or private homes. There could be no provisions made for books, transportation, lab facilities or athletic equipment, or college accreditation. Such fundamentals as good sanitation and regular maintenance would be luxuries that tuition grant schools could not afford.

These predictions are not idle speculation. They are based on the actual experience of schools in other Southern states. Here is the story of one such tuition grant school in Louisiana:

After running just over a year, the school was closed in December, 1963 for unsanitary conditions. When cleaned up and reopened in January, the teachers sued for $9,200 in back salaries. The next month, the school was sued for almost $400,000 owing on a note. Finally, in March, it was closed permanently and sold at auction.

What Cost to our Taxpayers?

The cost of this educational mess to the Louisiana taxpayer this year is estimated at $3,600,000. It will be paid for by diverting $4,000,000 of sales tax funds from the general welfare fund.

In Virginia, taxpayers paid $2,253,000 for their tuition grant system in 1963 for equally inferior education.

Ironically, a sizable portion of these tax dollars is being spent on children already in private schools. Thus, in the first two years in Louisiana, 40% of the money went to people whose children were in private schools to begin with.

Similarly, in Georgia, 80% of the applicants were parents with

children in private schools already. The tuition-grant system was a fiasco in Georgia and has virtually been abandoned.

Plans presently being considered here in Mississippi could mean a tax bill many times that of Louisiana or Virginia. And when we remember that our state has the lowest per capita income of any in the fifty states, we realize that the additional tax burden could spell serious financial trouble for many individuals and businesses.

What Danger to our Schools?

Abandonment of public schools in favor of tuition grant private schools could permanently wreck our public school system.

- Empty school buildings are a magnet for vandals and arsonists. For example, in Dublin, Georgia, an abandoned white school erected in 1957 for $300,000 has been gutted by vandals. It is now unusable.

- Teachers would be forced to leave the state in search of new jobs. Mississippi now ranks 50th among the states in teacher's salaries, paying $2,500 less that the national average. But even at their present low salaries, the tuition grant system could not absorb all teachers and it would pay even less than at present to those it could absorb.

- In Mississippi, particularly, adoption of the tuition grant system could mean the slow starvation of our public schools. For our state school budget is based on the Average Daily Attendance Law. If tuition grants were widely used, the Average Daily Attendance would shrink correspondingly, and with it, the funds allocated to the schools for the following year. This means that when the tuition grant system fails -- and it has failed every place it has been tried -- children returning to public schools the following year would find that money for teachers, equipment and books had not been allocated.

Impractical, Uneconomic and...Illegal

We have seen that the tuition grant system provides low quality education at a high cost to the taxpayer. But such considerations may be, so to speak, academic. For the courts have already ruled such schemes illegal in Arkansas and Alabama. At this writing, they are under similar legal attack in Virginia and Louisiana. So to the already onerous tax burdens of the system itself, add the waste of time and funds spent on unsuccessful litigation.

Don't Let it Happen Here!

The tuition grant system, however, is not the only threat to our public school system. In the shadows of Mississippi society are small groups of extremists who advocate closing the schools and violence against those who oppose them. They attempt to intimidate parents whose first concern is the education of their children.

Their creed is hatred and fear; their methods are violence and lawlessness.

We know that numerically such people represent an insignificant proportion of our citizens. But they are vocal and well organized. We have only to look back at Little Rock and New Orleans to see the influence of their false doctrines. They could lead our state to rock-throwing violence; to helmeted troops with fixed bayonets on our school grounds; to scars on our political, social and business life which will never heal.

What We Can Do

To responsible Mississippians, the slow erosion of our schools through impractical schemes like tuition grants would be a tragic waste. Violence and ensuing occupation by federal troops would be a catastrophe. Closing our schools is unthinkable.

We must therefore protect our public school system from internal dissolution and outside interference so that it can continue its job of educating our children.

Some few will turn their backs on this common responsibility. Others will wring their hands ineffectually. But thoughtful citizens will realize that we must all work together to protect our children's heritage by:

1. Upgrading our public schools by securing higher standards, better teachers pay and community-wide interest in the schools.

2. Making the facts about the pitfalls of the tuition grant system known to every parent, to every taxpayer.

3. Working to create a community climate in which law and order are respected and in which violence and lawlessness are made socially unacceptable.

4. By giving our best to our public school system we can prove that Mississippi can carry the educational ball.

MISSISSIPPIANS FOR PUBLIC EDUCATION

The four principles stated above are the goals of Mississippians for Public Education. Ours is a statewide, non-profit, independent organization, chartered by the state of Mississippi.

We have faith in our fellow Mississippians. We believe that when they know the facts about our schools, they will work together to protect them. To give the widest circulation to these facts is a basic part of our program.

As parents, taxpayers and citizens, we are pledged to create the kind of community climate in which public education can flourish and grow in an atmosphere of good will and within the framework of the law.

We are not a forum for debating the pros and cons of desegregation or state's rights or any political question. OUr goal is solely to protect, preserve and promote our public school system.

We invite all responsible Mississippians to join with us in attaining this goal. Simply fill out the coupon below for more information.

Coupon

List of Officers

1. Frank H. Stallings, ATLANTA AND WASHINGTON: RACIAL DIFFERENCES IN ACADEMIC ACHIEVEMENT, SRC L-Report No. 16, 1960.

2. DESEGREGATION AND ACADEMIC ACHIEVEMENT, SRC L-Report No. 17, 1960.

3. Herbert Wey and John Corey, ACTION PATTERNS IN SCHOOL DESEGREGATION: A GUIDEBOOK, Phi Delta Kappa.

4. BACKGROUND: ATLANTA, A Handbook for Reporters Covering the Desegregation of Atlanta Public Schools, OASIS.

5. DESEGREGATION IN THE BALTIMORE CITY SCHOOLS, Maryland Commission on Interracial Problems and Relations and the Baltimore Commissioner on Human Relations, 1955.

6. Omer Carmichael and Weldon James, THE LOUISVILLE STORY, 1957.

7. Jane Reif, CRISIS IN NORFOLK, 1960.

8. THE NEW ORLEANS SCHOOL CRISIS, Report of the Louisiana State Advisory Committee to the United States Commission on Civil Rights, 1961.

9. ORGANIZING TO SAVE PUBLIC SCHOOLS: How Virginians Rallied to the Defense of the Public School System in the Virginia Committee for Public Schools, 1959.

10. Ernest Q. Campbell, WHEN A CITY CLOSES ITS SCHOOLS (Research Project on Norfolk, Virginia), Institute for Research in Social Science, U. of N.C., 1960.

11. LITTLE ROCK REPORT... WHAT HAS HAPPENED SINCE THE SCHOOL CRISIS?, SRC L-Report No. 11, 1959.

12. Rep. Karl Wiesenburg, OXFORD DISASTER..PRICE OF DEFIANCE, THE, 1963.

13. WHAT PRICE VIOLENCE?, SRC L-Report No. 38, 1962.

14. Donald Ross Green and Warren E. Gauerke, IF THE SCHOOLS ARE CLOSED... A CRITICAL ANALYSIS OF THE PRIVATE SCHOOL PLAN (in Georgia), 1959.

15. Mary Ellen Goodman, SANCTUARIES FOR TRADITION: VIRGINIA'S NEW PRIVATE SCHOOLS, Special Report, SRC, 1961.

Charles Wittenstein
American Jewish Committee, Atlanta Area Office
41 Exchange Place, S.E., Room 703
Atlanta 3, Georgia

Connie Curry
American Friends Service Committee
c/o Merit Employment Project
41 Exchange Place, S.E.
Atlanta 3, Georgia

Monroe Schlactus
Anti-Defamation League
41 Exchange Place, S.E.
Atlanta 3, Georgia

John Morris
The Episcopal Society for Cultural and Racial Unity
5 Forsyth Street, N.W., Room 200
Atlanta 3, Georgia

Vincent Harding
Mennonite Service Committee
540 Houston Street
Atlanta, Georgia

Mrs. Ruby Hurley
NAACP Southeastern Region
859-1/2 Hunter Street, N.W.
Atlanta, Georgia

Don McEvoy
National Conference of Christians and Jews
1144 Bank of Georgia Building
Atlanta 3, Georgia

Clarence Coleman, Director
Heman Sweatt, Associate Director
National Urban League Southern Regional Office
250 Auburn Avenue, N.E., Room 511
Atlanta 3, Georgia

Andrew Young
Southern Christian Leadership Conference
334 Auburn Avenue, N.E.
Atlanta, Georgia

Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

James R. Forman
Student Nonviolent Coordinating Committee
6 Raymond Street, N.W.
Atlanta 14, Georgia

Edward M. Brown
United Church of Christ
499 Emory Circle, N.E.
Atlanta, Georgia

Hayes Mizell
US National Student Association Southern Project
41 Exchange Place, S.E.
Atlanta, Georgia

Dunbar Reid
Southern Area Council of YMCA's
706 Standard Building
Atlanta 3, Georgia

Miss Rosetta Gardner
YWCA National Student Council
41 Exchange Place, S.E.
Atlanta 3, Georgia

Noyes Collinson
American Friends Service Committee Merit Employment Project
41 Exchange Place, S.E.
Atlanta 3, Georgia

Ed Driscoll
Georgia Council of Churches
26 Auburn Avenue, N.E.
Atlanta 3, Georgia

Harold N. Arnold
Atlanta Urban League
239 Auburn Avenue, N.E.
Atlanta, Georgia

Mrs. Frances Pauley
Georgia Council on Human Relations
5 Forsyth Street, N.W.
Atlanta, Georgia

Mr. Jac Wasserman
National Sharecroppers Fund
5 Forsyth Street, N.W.
Atlanta, Georgia

John Yungblut
Quaker House
1384 Fairview Road
Atlanta, Georgia

PA MM

OPERATION HEADSTART

Florida

Orange County - Orlando 120 children in 1 program

Dade County - University of Miami Chapter - 200 children, some migrant

Alabama

Lee County 4 centers in two rural areas

Five centers in Sheffield and Tuscumbia

Arkansas

Programzs in Conway, Hot Springs, and Fort Smith

South Carolina

Applications in 21 counties

North Carolina

At least four or five applications

?

ALABAMA

Anniston
Decatur
Huntsville
Mobile
Sheffield
Watson

ARKANSAS

El Dorado
Fayetteville
Malvern

FLORIDA

Bartow
Dunedin
Fort Pierce
Highland
Pensacola
St. Petersburg
Starke
Tampa
Tallahassee

GEORGIA

Atlanta
Attapulgus
Augusta
Brunswick
Cartersville
McIntyre
Tucker

ILLINOIS

Granite City
Joppa
Madison
Monsanto

INDIANA

Mount Vernon
New Albany

KENTUCKY

Covington
Louisville
Owensboro
Paducah
South Shore

LOUISIANA

Baton Rouge
Destrehan
La Place
Lake Charles
Luling
Morgan City
New Orleans
Plaquemine

MISSOURI

Brunswick
Cape Girardeau
Hematite
Joplin
St. Charles
St. Joseph
St. Louis
Valley Park

MISSISSIPPI

Hattiesburg
West Point

NORTH CAROLINA

Asheboro
Brevard
Charlotte
Durham
Greenville
High Point
Kinston
Morganton
Statesville
Wilmington

OHIO

Addyston
Cincinnati
Circleville
Ironton
Lancaster
Logan
Marietta
Piketon
Sharonville

PUERTO RICO

Mayaguez
Rio Piedras
San Juan

SOUTH CAROLINA

Aiken
Blacksburg
Camden
Charleston
Clemson
Florence
Greenville
Greenwood
Simpsonville
Duncan

TENNESSEE

Chattanooga
Cleveland
Columbia
Elizabethton
Erwin
Knoxville
Lawrenceburg
Loudon
Memphis
Nashville
New Johnsonville
Oak Ridge
Old Hickory
Woodstock

VIRGINIA

Alexandria
Charlottesville
Gloucester Point
Lee Hall
Lynchburg
Martinsville
Richmond
Waynesboro
Williamsburg

WEST VIRGINIA

Alloy
Belle
Charleston
Clarksburg
Martinsburg
Nitro
Parkersburg
Sistersville
South Charleston

The following is a list of agencies that are active in the area of Civil Rights and Human Relations in more than one of the southern states.

AFL-CIO Department of Civil Rights
815-16th St. N.W., Washington, D.C.

American Baptist Home Mission Societies
Box 188, Chapel Hill, N. C.

American Friends Service Committee
Community Relations Division
160 N. 15th St., Philadelphia 2, Pa.

American Friends Service Committee
Southeastern Regional Office
1818 S. Main St., High Point, N. C.

American Friends Service Committee
Southcentral Regional Office
4717 Crawford, Houston 4, Texas

American Jewish Committee
Southeast Area Office
1208 Congress Bldg., Miami 32, Florida

American Jewish Committee
Atlanta Area Office
41 Exchange Place, S.E., Atlanta 3, Ga.

American Jewish Committee
Southwest Regional Office
523 Fidelity Bldg., Dallas 2, Texas

American Jewish Congress
Southeastern Region
Congress Bldg., Miami 32, Florida

Anti-Defamation League B'nai B'rith
Florida Regional Office
330 Seybold Bldg., Miama, Florida

Anti-Defamation League B'nai B'rith
Southcentral Reg. Office
535 Gravier St., New Orleans 12, La.

Anti Defamation League B'nai B'rith
Southeastern Reg. Office
41 Exchange Place, S.E., Atlanta, Ga.

Anti-Defamation League B'nai B'rith
Southwest Reg. Office
2405 San Jacinto St., Houston 2, Texas

Anti-Defamation League B'nai B'rith
Virginia-N.C. Reg. Office.
216 N. Second St., Richmond, Va.

Committee of Southern Churchmen
1106 19th Ave., S., Nashville, Tenn.

Congress of Racial Equality
38 Park Row, N. Y. 38, N. Y.

Disciples of Christ
United Christian Missionary Society
222 S. Downey Ave., Indianapolis, Ind.

The Episcopal Soc. for Cultural
and Racial Unity
5 Forsyth St., N.W., Atlanta 3, Ga.

Jewish Labor Committee
25 E. 78th St., N. Y.,New York

Mennonite Service Committee
540 Houston St., Atlanta, Ga.

The Methodist Church, Women's Division,
Dept. of Christian Social Relations,
Board of Missions
16 Minnekahola Place, Chattanooga, Tenn.

National Association for the
Advancement of Colored People,
Southeastern Regional Office
Atlanta, Georgia

National Association for the
Advancement of Colored People,
Southwestern Regional Office
2600 Flora St., Dallas, Texas

National Catholic Conference for
Interracial Justice, Southern Field Serv.
1046 Baronne St., New Orleans 13, La.

National Conference of Christians & Jews
Southeastern Div.
P. O. Box 3587, Greensboro, N. C.

National Conference of Christians & Jews
Georgia and Alabama
1144 Bank of Ga. Bldg., Atlanta 3, Ga.

National Conference on Religion & Race
475 Riverside Dr., N. Y., N. Y.

National Council of Churches of Christ
in the U.S.A., Dept. of Racial &
Cultural Relations
P. O. Box 1083, Nashville, Tennessee

National Council of Jewish Women
1 W. 47th St., N. Y. 36, N. Y.

National Council of Negro Women
1318 Vermont Ave., N.W., Washington, D.C.

National Labor Service
165 E. 56th St., N. Y. 22, New York

National Urban League
Southern Regional Office
250 Auburn Ave., N.E., Atlanta 3, Ga.

Penn Community Services
St. Helena Island, Frogmore, S. C.

The Potomac Institute, Inc.
1501 18th St., N. W., Washington 6, D.C.

The Presbyterian Church in USA,
Board of Christian Education
8 N. 6th St., Richmond, Va.

Prostestant Episcopal Church
P. O. Box 853
Lynchburg, Va.

Southern Baptist Convention
Christian Life Commission
161 8th Ave., N., Nashville, Tenn.

Southern Christian Leadership Conf.
334 Auburn Ave., N.E., Atlanta, Ga.

Southern Regional Council
5 Forsyth St., N.W., Atlanta, Ga.

Student Nonviolent Coordinating Comm.
6 Raymond St., N.W.
Atlanta 14, Georgia

Union of American Hebrew Congregations
816 Congress Bldg., Miami 32, Florida

Unitarian Service Committee
9 Park St., Boston 8, Massachusetts

United Automobile Workers, AFL-CIO,
Fair Practices & Anti-Discrimination Dept.
3304 Capital Trail,
Cranston Heights, Wilmington, Delaware

United Church of Christ
Board of Homeland Ministries
5606 Oak St., Guilford College, N. C.

United Church of Christ
Council for Christian Social Action
289 Park Ave., S., N. Y. 10, N. Y.

United Church of Christ
41 Exchange Place, S.E., Atlanta 3, Ga.

United Church of Christ, Fisk University
Nashville, Tennessee

United Presbyterian Church in USA,
Dept. of Social Education & Action
824 Tusculum Blvd., Greenville, Tenn.

United Presbyterian Church in USA,
Regional Office, Church & Society
2011 Grand Ave., Nashville, Tennessee

U.S. National Student Association
Southern Student Human Relations Project
41 Exchange Place, S.E., Atlanta 3, Ga.

YMCA's, Southern Area Council of
Thornton W. Merriam
706 Standard Bldg., Atlanta 3, Ga.

YWCA National Student Council
41 Exchange Place, S.E.
Atlanta 3, Ga.

YWCA Southern Regional Office
41 Exchange Place, S.E., Atlanta 3, Ga.

* * * * * * *

It should be noted that the above list does not include organizations that are engaged in Civil Rights projects in only one state.

Following this page you will find:

1) a list of cooperating organizations of the Southern Regional Council, Inc.;

2) a list of Human Relations Councils in the southern and border states;

3) a list of the officially established Bi-Racial Committees in the above states, which also includes (when available) information as to-

   a. city where located
   b. population
      i. white
      ii. non-white
      iii. percent non-white
   c. title
   d. appointed (or established) by
   e. date established
   f. staff (if any)
   g. frequency of meeting
   h. areas of activity (or concern)
   i. funds available (if any).

In the list of official Bi-Racial Committees it was originally intended to include a column on their "authority." This was left off when it was discovered that only two such committees, to the best of our knowledge, (Lexington and Louisville, Ky.) had any more than "advisory" authority.

It should be further noted that all of the above lists contain as complete information as was available to me at the time that the material went to the mimeograph operators and I would be surprised if any of them are completely exhaustive.

I would here like to acknowledge the two major sources of information and advice that were used in gathering the above material: The Southern Regional Council, inc. and The U. S. Conference of Mayors.

Kenneth R. Whittemore
Sociology Department
University of Chattanooga

SOUTHERN REGIONAL COUNCIL INC.

5 Forsyth Street, N.W.

Atlanta 3, Georgia

Leslie Dunbar, Executive Director John H. Wheeler, President

COOPERATING ORGANIZATIONS

ALABAMA COUNCIL ON HUMAN RELATIONS

2809 Governor's Drive
Huntsville, Alabama
852-5938 (205)
Exec. Dir.: Edwin Stanfield
Chmn.: Dr. Lucius Pitts

ARKANSAS COUNCIL ON HUMAN RELATIONS

1220 West Capitol
Little Rock, Arkansas
FRanklin 4-4521 (501)
Exec. Dir.: Nathaniel Griswold
Assoc. Dir.: Ozell Sutton
Chman.: Mrs. Joe R. Brewer

FLORIDA COUNCIL ON HUMAN RELATIONS

356 South Beach Street
Daytona Beach, Florida
255-5881 (305)
Exec. Dir.: Edwyn E. Lewis, Jr.
Chmn.: Dr. H. Franklin Williams

GEORGIA COUNCIL ON HUMAN RELATIONS

5 Forsyth St., N.W., Room 201
Atlanta, Georgia
525-6468 (404)
Exec. Dir.: Mrs. Frances Pauley
Assoc. Dir.: Oliver Holmes
Chmn.: Dr. Joe Hendricks

KENTUCKY COUNCIL ON HUMAN RELATIONS

Chmn.: Mrs. Harry McAlpin
13321 Aiken Rd.
Anchorage, Kentucky

LOUISIANA COUNCIL ON HUMAN RELATIONS

Acting Chmn.: The Rt. Rev. Msgr.
Alexander O. Sigur
P.O. Box 2512
Lafayette, Louisiana

MISSISSIPPI COUNCIL ON HUMAN RELATIONS

Chmn.: Rev. Duncan M. Gray, Jr.
P.O. Box 266
Oxford, Mississippi

NORTH CAROLINA COUNCIL ON HUMAN RELATIONS

121 E. Third Street, Room 301
Charlotte, North Carolina
FRanklin 6-6833 (704)
Exec. Dir.: Mrs. Helen Adams
Chmn.: Dr. T. Franklin Williams

SOUTH CAROLINA COUNCIL ON HUMAN RELATIONS

1330 Laurel Street
Columbia, South Carolina
ALpine 6-8808 (803)
Exec. Dir.: Mrs. Alice Spearman
Chmn.: Rev. Fred Reese

TENNESSEE COUNCIL ON HUMAN RELATIONS

1106 - 19th Avenue South
Nashville, Tennessee
CYpress 1-7544 (615)
Exec. Dir.: Katherine Jones
Chmn.: William R. Willis, Jr.

VIRGINIA COUNCIL ON HUMAN RELATIONS

17 East Cary Street
Richmond 19, Virginia
648-4445 (703)
Exec. Dir.: Heslip Lee
Chmn.: Dr. Aubrey N. Brown

TEXAS COUNCIL ON HUMAN RELATIONS

Chmn.: Mrs. James S. Crate
8510 Ferris Street
Houston 35, Texas

Local Councils with Professional Staff:

GREATER ATLANTA COUNCIL ON HUMAN RELATIONS

5 Forsyth St., N.W., Room 207
Atlanta, Georgia
525-6469
Exec. Dir.: Bob Carey
Chmn.: Mrs. Clifton Hoffman

HOUSTON COUNCIL ON HUMAN RELATIONS

5403 Austin Street
Houston, Texas
JA. 6-1829
Exec. Dir.: Charles Kelley
Exec. Sec.: Mrs. Geo. Dumbauld
Chmn.: G. E. Dodd

HUMAN RELATIONS COUNCIL OF GREATER JACKSONVILLE

129 E. Forsyth St.
Jacksonville, Fla. 353-8081 (305)
Exec. Dir.: Ernest Lent

HUMAN RELATIONS COUNCILS

The following is believed to be a complete listing of all communities with Human Relations Councils (sometimes called Community Relations Councils) as of January 1, 1965.

ARKANSAS

Conway
Fayetteville
Fort Smith
Jonesboro
North Little Rock

ALABAMA

Birmingham
East Alabama
Huntsville
Mobile
Montgomery
Muscle Shoals
Talladega
Tuscaloosa

FLORIDA

Broward County
Central Brevard
DeLand
Ft. Pierce
Gainesville
Halifax Area
Greater Jacksonville
Lee County
Melbourne
Greater Miami
Palm Beach
St. Petersburg
Upper Pinellas
Tallahassee
Tampa

Affiliated but haven't joined

Dunedin
Ocala
Vero Beach

GEORGIA

Albany
Athens
Atlanta
Augusta
Brunswick
Columbus
Macon
Rome
Savannah
Statesboro
LaGrange

LOUISIANA

Baton Rouge
Lafayette
~~Louisiana~~ New Orleans

MISSISSIPPI

Greenville
Gulf Coast
Jackson

NORTH CAROLINA

Charlotte
Durham
Wilmington

PENDING:

Asheville
Goldsboro
Greensboro

SOUTH CAROLINA

Aiken
Beaufort County
Columbia
Greenville
Hampton County
Jasper County
Rock Hill
Sumter
Winthrop

TENNESSEE

Chattanooga
Jackson
Knoxville
Memphis
Murfreesboro
Nashville
Oak Ridge

TEXAS

Houston

VIRGINIA

Alexandria
Arlington
Blacksburg
Charlottesville
Danville
Fairfax County
Fredericksburg
Franklin
Giles County
Hanover County
Hopewell
Lexington
Lynchburg
Mercer-Tazewell
Norfolk
Peninsula
Prince Edward County
Radford
Richmond
Roanoke
Rockingham County
Williamsburg

Hold mo. meetings, but do not pay dues.

Covington
Lancaster County
Loudoun County
Petersburg
Prince William County
Warrenton

STATE & CITY	POPULATION NON-WHITE PERCENT	TITLE	APPOINTED BY	DATE EST.	STAFF	FREQUENCY OF MEETING	AREAS OF ACTIVITY	FUNDS
ALABAMA								
Anniston		Bi-Racial Comm.	City Commission	May 1963	9 part time[1]			
Birmingham		Community Affairs Comm.		July 1963	2			
Mobile	202,779 65,484 32.3	Special Advisory Comm.	Ordinance	May 1963	9 part time	bi-monthly	Health & Welfare Labor-Mg't Rels. Housing	None
FLORIDA								
Clearwater	34,653 5,411 16.6	The Liaison Comm.	City Commission	June 1963	None	monthly		None
Daytona Beach	37,395 11,575 30.8	Bi-Racial Comm.	Mayor		None			None
Fort Lauderdale	83,648 18,962 22.7	Bi-Racial Advisory Board	Resolution	June 1963	None	weekly	Employment Education Recreation Housing	None
Pensacola	56,752 18,582 32.7	Bi-Racial Comm.	City Commission	June 1963	Use of City Staff	weekly	Means of Communication, Study of Problems	None

STATE & CITY	POPULATION NON-WHITE PERCENT	TITLE	APPOINTED BY	DATE EST.	STAFF	FREQUENCY OF MEETING	AREAS OF ACTIVITY	FUNDS
Sarasota	34,083 5,290 15.5	Bi-Racial Comm.	City Commission	Aug. 1963	part time	monthly	Public Accom. Housing	None
St. Petersburg	181,298 24,137 13.3	Bi-Racial Comm.	Mayor	July 1963	None	as necessary	Public Accom.	None
Tampa	274,970 45,749 16.6	Bi-Racial Comm.	Mayor	1960	None			None
West Palm Beach	56,208 14,847 26.4	Community Relations Comm.	Mayor	April 1960	part time	semi-monthly	Employment Hospitals	None
GEORGIA								
Brunswick	21,703 8,897 40.9	Bi-Racial Comm.	Chamber of Commerce		None			None
Macon	69,764 30,946 44.4	Mayor's Bi-Racial Comm.	Mayor	1963	None	on call		None
Valdosta	30,652 10,986 35.8	Bi-Racial Comm.	Mayor	Sept. 1963	None	as desired	Employment Education	None

STATE & CITY	POPULATION NON-WHITE PERCENT	TITLE	APPOINTED BY	DATE EST.	STAFF	FREQUENCY OF MEETING	AREAS OF ACTIVITY	FUNDS
KENTUCKY								
Lexington	62,810 16,248 25.9	Commission on Human Rights	Mayor	June 1963	full time	bi-weekly	Employment Public Services	Yes
Louisville	390,639 70,087 17.9	Commission on Human Rights	Mayor	March 1962	3 full 2 part time	monthly	Employment Education Public Accom. Housing	Yes
Owensboro	42,471 2,834 6.7	Mayor's Comm. on Human Rels.	Mayor	Fall 1963	None	monthly		None
Puducah	34,479 5,595 16.2	Commission on Human Rights	Mayor	May 1962	None	monthly	Public Accom.	None
LOUISIANA								
Baton Rouge	152,419 45,541 29.9	Community Relations Comm.	Mayor	May 1963	part time	bi-weekly		None
NORTH CAROLINA								
Burlington	33,199 3,241 9.7	Alamance Human Rels Council	County Comm.	April 1963	None	monthly	Employment Education Public Accom.	None
Charlotte	201,564 53,349 28.0	Mayor's Community Rels. Comm.	Mayor	June 1961	None	monthly	Employment Education Public Accom. Housing	None

STATE & CITY	POPULATION NON-WHITE PERCENT	TITLE	APPOINTED BY	DATE EST.	STAFF	FREQUENCY OF MEETING	AREAS OF ACTIVITY	FUNDS
Durham	78,302 28,236 36.1	Comm. on Community Relations	Mayor	May 1963	None		Employment Education Public Accom.	None
Fayetteville	47,106 16,749 35.6	Mayor's Bi-Racial Comm.	Mayor	June 1963	None	as necessary	Employment Public Accom.	None
Gastonia	37,276 6,657 17.9	Human Rels. Comm.	Mayor	1959	None	weekly	Employment Education Public Accom.	None
Greensboro	119,574 31,011 25.9	Commission on Human Rels.	City Commission	July 1963	None	monthly	Employment Education Public Accom.	None
Raleigh	93,931 21,876 23.3	Mayor's Community Rels. Comm.	Mayor	July 1963	Yes	monthly	Employment Education Public Accom.	Yes
Rocky Mountain	32,147 11,306 35.2	Mayor's Good Neighbor Comm.	Mayor	1954	Shares with City	monthly	Employment Education	None
Wilmington-New Hanover	44,013 16,552 37.6	Good Neighbor Council	Resolution	May 1963	None	semi-monthly	Employment Education Public Accom. Public Rels. Welfare, Youth	None
Winston-Salem	111,135 41,194 37.1	Mayor's Goodwill Committee	Mayor	May 1963	Part time	monthly	Employment Education Public Accom.	None

STATE & CITY	POPULATION NON-WHITE PERCENT	TITLE	APPOINTED BY	DATE EST.	STAFF	FREQUENCY OF MEETING	AREAS OF ACTIVITY	FUNDS
SOUTH CAROLINA								
Spartanburg	44,352 14,000 31.6	Mayor's Informal Advisory Comm.	Mayor	May 1963	None			None
TENNESSEE								
Chattanooga	130,009 43,050 33.1	Mayor's Bi-Racial Comm.	Mayor	May 1963	None	weekly	Public Accom.	None
Knoxville	111,827 20,713 18.5	Mayor's Comm.	Mayor	1962	None		Employment Education Public Accom.	None
Nashville	170,874 64,463 37.7	Metro. Human Rels. Comm.	Mayor	May 1963	None		Employment Education Public Accom.	None
TEXAS								
Austin	186,545 24,373 13.1	Human Rels. Comm.	City Commission	May 1964			Investige Complaints	
Corpus Christi	167,690 9,192 5.5	Human Rels. Comm.	City Commission	Oct. 1963	part time		Liaison Research Information	None
Corsicana	20,344 4,634 22.8	Interracial Comm.	City Commission	June 1963	part time	monthly	Investigate Complaints	None

STATE & CITY	POPULATION NON-WHITE PERCENT	TITLE	APPOINTED BY	DATE EST.	STAFF	FREQUENCY OF MEETING	AREAS OF ACTIVITY	FUNDS
Lubbock	128,691 10,374 8.1	Interracial Comm.	Mayor	Sept. 1963	None			None
San Angelo	58,815	Community Relations Comm.	Chamber of Commerce	June 1963	None	semi-monthly	Communication	None
Toyer	51,230 11,529 22.5	Bi-Racial Comm.	City Commission	June 1963	None		Public Accom.	Yes
VIRGINIA								
Charlottesville	29,427 5,561 18.9	Community Relations Comm.	Mayor	June 1963	None	semi-monthly	Public Accom. Employment	None
Lynchburg	54,790 11,092 20.2	Bi-Racial Comm.	City Commission	1960	part time	monthly	Employment Public Accom.	None
Newport News	113,662 38,533 33.9	Bi-Racial Comm.	Mayor	June 1963		monthly		None
Norfolk3	304,869 79,159 26.0	Citizen's Advisory Comm.			Shares city staff	weekly	Employment Education Public Accom.	None
Petersburg	36,750 17,305 47.1	Bi-Racial Comm.	Resolution	Aug. 1963	None	bi-monthly	Employment	

STATE & CITY	POPULATION NON-WHITE PERCENT	TITLE	APPOINTED BY	DATE EST.	STAFF	FREQUENCY OF MEETING	AREAS OF ACTIVITY	FUNDS
Richmond	219,958 92,037 41.8	Community Rels. Comm.	Mayor	July 1963	Shares City Staff	weekly	Employment	None
Roanoke	97,110 16,531 17.0	Inter-racial Comm.	Businessmen	1960	None	as desired	Public Businesses	None

[1] 4 Negroes, 5 Whites

[2] Birmingham's Community Affairs Committee has 210 members of whom 20 percent are Negroes. The group is divided into 10 sub-committees, each with a specific area of concern.

[3] This committee was originally established to assist with the community's redevelopment program. This same committee now advises in the area of Race Relations as well.

National Printing Company
971 Peachtree St. • NE • Atlanta 9, Georgia
Printers & Lithographers • TRinity 5-7081

I. V. S. – Sinloff –
next summer –
spring –

Frogmore –
Fagette

Misc

Stanley Leibner
Mr. ~~Reedner~~
US Com on Civil Rts
726 Jackson Pl
1st cls — Air Mail

Materials Wash - 25

Sits-ins +
Freedom Rides

Memo from **LESLIE W. DUNBAR**

Deborah Coles

PR

if called on this, please remember we have a request pending with Norman

W. L. SNELL

National Printing Company
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MLV

PR

Comments?
(– out of town this week – Has had no change to read. Jan. 8. Please return.)

Comment attached.

LD

JS Foley "the gore father" and is this our money Randall wants? Sounds all right to me, whatever it is

Maggie

NAIRO intern

June 17, 1964

Mr. Robert Valder
2905 Pine Street
New Orleans, Louisiana

Dear Bob:

Enclosed is our check for $28.35 representing what Ed Stanfield has reported as your expenses.

Would you and Ed immediately confirm whether or not you are each favorable to going into the intern program. If I get an affirmative from both we can take that as confirmation that you are an SRC intern and will work primarily in Alabama with ACHR and that you will be based in Huntsville.

Further details from here will come after I hear from you both.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Ed Stanfield
Enc.

SRC intern

August 12, 1964

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue
Washington, D. C.

Dear Fred:

This will confirm the several telephone conversations regarding the training plans for the intern assigned to the South Carolina Council on Human Relations.

After exploring this matter with Mrs. Alice Spearman, Executive Director of SCCHR, we are in agreement that temporarily the South Carolina Council does not have the resources, either financial or staff time, which had been anticipated for the intern program. There is no question in my mind that although Mrs. Spearman could still meet the obligations of the program, it would not be the thorough training situation which we had planned.

For this reason we do accept the responsibility of supervising the training of the selected intern, Mr. Al Ulmer. We also accept the related financial responsibility: salary and sufficient travel expenses to give the intern a reasonable exposure to field as well as office-related experiences.

The approved training outline will not be substantially altered, except in the following regards:

1. The intern will receive field experience in the entire region rather than have his travel limited to South Carolina. This field experience will probably begin in Mississippi in early September where I will be working on the reorganization of the Mississippi Council on Human Relations and with the women's group, Mississippians for Public Education. Ulmer's initial work there and elsewhere will be directly under my supervision. Thereafter, he will have an opportunity to work in most of if not all the Southern states, probably with emphasis on work in South Carolina and in Florida. I believe this exposure to the

entire region and this opportunity to work with a wide range of involved persons will be a highly valuable training experience.

2. More emphasis will be placed on reading and related learning experiences than was reflected in the original training plans submitted. This is primarily because of Ulmer's educational concentration on the physical sciences and our belief in the value of knowing intimately those basic works in human relations, Southern history, race relations, and related subjects.

We have a high regard for the selected intern, feel the NAIRO intern program is quite valuable, and will make every effort to see to it that the training year will be valuable.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. Al Ulmer

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
ALEXANDER J. ALLEN, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

August 31, 1964

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

On Wednesday of this week, your NAIRO-Eleanor Roosevelt Memorial Foundation Human Rights Intern will be completing the course at the Training Institute in Tarrytown, New York.

As they "break camp" and head for work with your agency, we thought it would be a good time to collate some needed information. In this endeavor, we ask your indulgence and your assistance.

Looking back, we have become aware of the fact that we have little or no information regarding the interviews, following certification, between agencies and eligible candidates. Therefore, we would appreciate hearing from you in regard to those Eligibles with whom your agency was in contact, with whom interviews were actually held, and the causes for interviews not being held where either agency or Eligible sought one.

We would also like to solicit the views of your agency regarding the procedures for this and other phases of our preliminary processing. Some of you have commented orally, but we will be better able to evaluate this segment of the Internship Program with written comments at hand.

Looking forward, we know you are anticipating the arrival of your Intern. In this regard, we would appreciate your sharing with us the plans being made for the first three months of the Intern's work. While your Training Plan has provided us with a good overview of the year's Internship, we recognize the difficulty in projecting in detail the course of agency activity a full year or more in advance. Therefore, we are inquiring about the particular nature of the Intern's orientation to agency life, and the programs in which he or she will be engaged during these crucial, early months of training.

May we again express our pleasure at your participation in this venture; may democracy and human relation be the better for your foresight.

All best regards,

Nate Greene/ni

Nate Greene
Intern Program Coordinator

NG:ni

Aug. 31, 1964

Dear Paul,

I thought I would have time to write you a very complete letter describing the NAIRO seminar but I haven't and so will here give just a summary of sorts and save the remainder for over a beer.

It has been an intense training course. We have ranged from psychology to sociology to anthropology. We have had talk to us such people as Charles Silberman, Eric Lincoln and John Field representing the areas of journalist-scholar, scholar, and activist respectively. Group seessions have been used for us to shoot the bull and to air some differences of opinion, such as whether to tell your life story or not, emphasis on the not in my case. Tonight Whitney Young is scheduled and then Weds. it is over. It will probably take me a long while to realize just what all I have gained from being here, but I can say I am satisfied at this time as to whether the whole thing has been worthwhile or not.

Prior to coming here I spent three days at my folks' camp in Pa. and caught extremely large fish and played pinocle. I plan to leave here Thursday, spend a day at a friend's in W. Va. and be in Atlanta some time over the Labor Day weekend. I'll be glad to get settled into some kind of a roof covered arrangement and if it is agreeable to you start that week of the eighth.

Supper is about to be served and I better get going. I'll see you this weekend.

Sincerely,

Al

September 1, 1964

Mr. Leslie Dunbar,
Southern Regional Council,
5 Forsythe Street, N. W.,
Atlanta, Georgia

Dear Mr. Dunbar:

May we take this opportunity to welcome the participation of your agency in the NAIRO-Eleanor Roosevelt Memorial Foundation Human Rights Internship Program.

We deeply appreciate the opportunity to involve an Intern in the vital human relations work and training experiences which your agency offers. At the same time, we are confident that you will be reaping a mutual benefit from the contributions made by these highly committed people. Through this program we foresee the fulfillment of a good measure of those human values which Eleanor Roosevelt so deeply cherished and nurtured - a concern which the Eleanor Roosevelt Memorial Foundation is attempting to perpetuate.

On behalf of the Foundation and the National Association of Intergroup Relations Officials, thank you for helping to light one more candle.

Adlai E. Stevenson, Chairman
Eleanor Roosevelt Memorial
Foundation

Alexander J. Allen, President
National Association of Intergroup Relations Officials

cc: Paul Anthony

September 4, 1964

Mr. Nathan Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Nate:

Mrs. Spearman of the South Carolina Council has shared your announcement about the payment of $2,500 in September. Would it be possible to send those funds directly to us?

This isn't necessary, but we have accepted the responsibility for all reporting, etc., as well as training, and it would make matters a little simpler if these funds didn't have to go through two sets of books.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mrs. Alice Spearman

Ed Hamlett

September 5, 1964

Mr. Nate Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Nate:

In response to your request of August 31:

Since we came about the program by virtue of taking the responsibility of training the South Carolina Council on Human Relations intern, we did not go through an interview and selection procedure. (I did, of course, chair the regional interview board and from this experience came out with regret that so few openings existed for so many qualified persons.)

As to our early training plans for Al Ulmer, they are briefly as follows:

(1) Orientation: meeting the SRC staff, observing each department in operation, etc.

(2) Beginning of reading program: basis books, such as Cash's "Mind of the South," Odom's "Southern Regions," etc. (This initial phase to be developed after learning more of intern's past reading.)

(3) Initial field trips scheduled are: Tuskegee, Alabama, September 13; Jackson, Mississippi, September 14, 15, 16. These and subsequent trips to be with Director of Field Activities.

(4) Attendance at Southern Interagency Conference, September 24-25, with opportunity to meet some 30 agency representatives.

(5) One or more visits to state council offices of approximately two weeks duration.

(6) Beginning of independent assignments under supervision, which will be as frequent and of as responsible a nature as candidate's skills will allow.

In summary, we anticipate the first three months to be a period of intensive exposure to this organization, the basic writings, and to the region. The way in which the intern responds during this time will have considerable bearing on subsequent plans.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

Essays

PA

MM

MEMORANDUM

October 23, 1964

TO: NAIRO-EDWF INTERNS

FROM: NATE GREENE

I am enclosing the outline being used for seminars attended by Interns in the Washington area. The discussion subjects and the reading assignments are applicable to all Interns, except those who are attending the sessions in New York City. For those of you who will be attending the seminars in Chicago and Atlanta, there may be some variation in the reading assignments--but not in the seminar topics themselves. The dates on this outline are intended for Washington use only, but they will enable you to anticipate our progress here.

From these seven subjects, we would like you to select any four from which to develop essays of 1000 - 1500 words in length. These papers will be due the 15th of each month, November through February. They will be read and commented upon by John Feild and Fred Beuth. You should send us one original and one carbon copy.

For those of you who will be attending seminars, we are suggesting that the papers be done subsequently to the discussion of a particular subject. If you are not in a "seminar city" -- or if your seminar group has not yet reached a subject you wish to work on-- you might respond to thoughts raised in the Washington discussions. Or perhaps two of you might pair up on a subject, prepare short position statements for exchange and written response. If you're game, we might ask our Intern Newsletter Editors to include the more provocative pieces in future issues.

The papers will become part of your NAIRO file. While they will not be shared with others, without your permission, they will ~~[illegible]~~ form part of the basis from which an individual professional assessment of each Intern is made.

P.S. I am sending, under separate cover, copies of the manpower reports assigned for sessions #2 & #3.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

November 16, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Paul:

I trust that the above title is still appropriate; if, however, Ulmer has replaced you -- or is about to do so-- I hope that Les will at least keep you on as "bourbon-boy".

I write to inquire, sir, whether your seminars have yet commenced or, in the alternative, what plans you may have made in that regard. We here at neighrow anxiously await word of your progress.

By the bye, is Les still planning to bring in the Interns to the SRC conclave? Or would they collectively pose too great a threat to the general job security that SRC folk feel they possess?

Remember us all to Lester and Charley Lebedin.

Regards,

Nathan Greene
Intern Program Coordinator

November 18, 1964

Mr. Nathan Greene
Intern Program Coordinator
N.A.I.R.O.
2027 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Nate:

The first of those confounded intern seminars are being held next week. They're too busy doing, and I hope learning, to get them together easily.

The interns are coming to the Southern Regional Council Annual Meeting, beginning tomorrow.

It will take another three months before we feel threatened!

Sincerely,

PA/rh

Paul Anthony, Director
Field Activities

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

November 25, 1964

DEAR PAUL:

Your NAIRO Human Rights Intern is now nearing the end of the first three months of work and training with your agency.

As you will recall, it is at this point that we request participating agencies and interns to take stock of the first quarter of the internship year. These reports represent an essential element in the continuing development of the overall program.

Enclosed you will find the outline form we would like these reports to take. Because three months is such a relatively short period of time, we have kept the queries of this first report to a minimum; however, we would appreciate as full a commentary as you are able to provide. While the Career Service Board has requested that interns and supervisors prepare separate reports, it has also requested that they share the views expressed in the reports.

These reports are treated as confidential material; therefore, we hope you will speak freely in your appraisals. Only with such frankness can we properly gauge the current progress and future needs of the Interns and the Internship Program.

These reports are due not later than December 15, 1964.

Cordially,

Nate

NATHAN GREENE
Intern Program Coordinator

Remember now, you are the supervisor; Al is the intern. How 'bout a note on your seminar schedule and programs?

Happy Hanukah,
Nate

NAIRO HUMAN RIGHTS INTERNSHIP PROGRAM

First Quarter Report:
Supervisors' Outline

(Reports should be submitted in one original and one copy. Please fill out and attach the enclosed cover sheet).

I. List all work assignments your Intern has been given, and evaluate the Intern's handling of them and whatever benefits he may have derived therefrom. Also indicate, where appropriate, when work has been done under the supervision of another staff person.

II. Conferences with Intern

A. How often are they held and how long do they generally run?

B. To what extent do these conferences relate to agency work? To what extent are they devoted to general matters of professional concern?

C. What is your evaluation of these conferences?

III. On a separate page, please detail the nature of the Intern's Training Program for the months of December, January and February. Please indicate whether the Intern will be working directly under your supervision or another staff person for this period.

November 30, 1964

Mr. Nate Greene
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Nate:

Enclosed are Al Ulmer's first field reports. Wanted you to have some idea of the exposure (and responsibilities) our intern has.

First intern seminar this week, finally!

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

December 7, 1964

MEMORANDUM

TO: Nathan Greene
NAIRO Intern Program Coordinator

FROM: Paul Anthony
Director of Field Activities
Southern Regional Council

RE: First quarterly report on Intern program

Al Ulmer has been on a heavy travel schedule during the first quarter to: (1) give him an exposure to much of the South and to the programs and agencies in which SRC has an interest and (2) give him specific responsibilities and determine how well he can carry them out.

Travel has included Mississippi, Tennessee, Florida, South Carolina and several places within the state of Georgia. He has worked with the Florida and South Carolina Councils on Human Relations, has helped local Council groups in Tallahassee, Florida and Greenville, S.C., has worked with student Councils on Human Relations (or potential Councils) in colleges and universities in these states and in Georgia. His work will now be extended to include Alabama, where we hope he will work closely with the Alabama Council on Human Relations in an effort to strengthen that group.

In all of the above Ulmer has worked under the supervision of the Director of Field Activities, though increasingly this supervision is at a distance. The work of the intern during the first quarter has shown us that Ulmer has good judgment and can be given an increasing number of responsibilities. Actual work situations and substantial personal responsibility for them are, in our opinion, the best way to continue the training experience.

In addition, Ulmer is working on occasion directly with the Executive Director of SRC, exposing him to some of the duties of the administrative and leadership interests of the organization as well as those of the field department.

Formal conferences with Ulmer and the other Atlanta interns will be held monthly. Informal conferences with Ulmer -- on real work situations -- are held almost daily. He is also frequently included in "work lunches" and other senior staff meetings.

While we will continue to keep in mind the training aspect of this situation, this intern is rapidly becoming a staff member in the full sense of that term.

All of the above can best be used to answer item number III of the report outline.

The intern's report, sent in the form of copies of his field reports, should be considered a part of this report as well.

N — Intern

December 7, 1964

Mr. Nathan Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Nate:

Enclosed is the first quarterly report, etc. Trust it will suffice -- and reflect the seriousness and pleasure with which we take the intern program.

I very much hope you are going to come up with some brilliant idea that will enable NAIRO to have a "winter class."

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Supervisor's Six Months Report
Agency: Southern Regional Council
Intern: Al Ulmer
Supervisor: Paul Anthony

(The following report refers to the outline provided by NAIRO.)

I. The Intern is now serving as the assistant to the director of field activities. He shares in all the duties and responsibilities related to that position including program planning, heavy travel, and considerable work with local and state bi-racial Councils on Human Relations in 10 Southern states. In addition, Ulmer is now for the first time being given an opportunity to work directly with the SRC executive director on special assignments. This is a logical extension of his present responsibilities.

II. With absolutely no intent of sluffing off this report the intern is, in every area, the most skilled as well as the most promising person I know of in this type of training situation. In every area in which one would look for professional qualifications, he is strong. I know he has "major weaknesses" -- doesn't everyone? But I'll be damned if I can find them.

III. As indicated in #I above, the intern has been active in all areas of our work. He frequently speaks before groups, attends all appropriate staff meetings, has frequent exposure to his colleagues in other agencies, etc. There is, however, little direct administrative work connected with his position.

IV. No further reading assignments are being made, nor are discussions held in this area except in the most incidental manner. The intern's knowledge, interests, and personal habits of heavy reading make this superfluous.

V. The intern will continue to perform in the capacity of assistant field director, with some more emphasis on writing and preparing materials. For instance, he has just completed an article for New South (has second) and is now preparing a guide for local council programming.

Report to Nathan Greene, Intern Program Coordinator, National Association of Intergroup Relations Officials, Washington, District of Columbia on our intern.

1. Our intern are pretty good. Most recently we are learning him to cut on lights. Our light hang on the ceiling with long strings hanging down. We are learning him to pull those strongs. (See photo)
2. Our Intern major strengths is his willingness to learn. He pull those strings real good.

   Our Intern major weaknesses is he are slow sometimes. He learned strings but he can't understand wall switches yet.

   You can tell the areas of development by looking at the photo enclosed. (The photo aren't too clear because our Intern hadn't turn on the light when the picture was taken.)
3. Our Intern experience in:

   Public speaking: He talk real good

   Administrative work: He move all the paper across his desk. Sometime he read but he always move that paper.

   Staff Meetings: If we ever have one our Intern will come.

   Efforts and contacts with other agencies: Our Intern touch base with everybody.
4. Reading Assignments

   Our intern has stop reading. Now he are writing.
5. Our Intern major assignment.

   He got to learn them wall switches.

J. Paul Anthony, Jr. Chief SRC Intern Learner

1

Report to Gnathan Greene, Inturn Program Coordinator, GNAIRO, Washington, D.C.

From Algernon Swineburn Ulcer - GNAIRO-ERMF Human Inturn #4a-673 Group 2T

Re 2nd 1/4 report (note: other 3/4's coming soon)

1. Discuss and evaluate Major work assignment(s) of the past three months

   I are been so busy yanking strings all discuss practice ceased past three months - discuss distance going to hell - please suggest.

   Our Major don't work much - he have an inturn yanking his share of strings.

2. General staff meetings

   Our General don't work much either (see photo of Inturn doing Generals ceiling strings)

   Staff meetings are held and they are fun

   Inturn (me) go and clap and laff. I go when I are asked to.

   I are asked at the very beginning of staff meetings so I can yank the strings.

   I are learning but I can't do yet as good as my Major or General.

3. Work Sessions and Conferences

   I are very lucky to have a leader who are so kind and litrate. We feel the very same way about work sessions. We confer often - he tells me which strings to yank every morning - I do all he tells me. But I are having some trouble with wall hickeys. They are hard to pull. In fact, I pulled four this morning. I are keeping them in my pocket from the General.

4. Final Summery

   Both my Major and General are good supervicers. However, my Major are against discuss throwers. My General answered my question about discuss practice, but I didn't understand.

   Note: I hope if this be my final summery it not be too hot. I think after the summery comes the fall. Are I right?

A.S. Ulcer SY-SRC-GNAIRO-ERMF-I

Southern Re[illegible]C.
ROOM 432, 63 AUBURN AVEN[illegible]A

GEORGE S. MITCHELL,
EXECUTIVE DIRECTOR

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

INTEROFFICE MEMO

Date December 31, 1964

To: PA (cc: F. Pauley) From: Al Ulmer

Subject:

December 30, 1964. The Columbus Council on Human Relations invited me to be the speaker at their monthly meeting. This meeting, scheduled during the holidays, was to try and interest the local students in forming some type of loose organization similar to the Georgia Students for Human Rights. I marched through Nigeria briefly and spoke of what I thought the general trend in the South was and then listened and participated in a real good discussion. The meeting lasted until 10 P.M. and upon adjournment the students introduced themselves to one another, planned a meeting for the coming week to organize a student exchange program one student had suggested during the evening, spoke of what they considered to be the importance of such a group as themselves existing, and broke up leaving a good feeling of enthusiasm and intent behind.

Columbus school board very recently decided to desegregate three grades next year, the ninth through the twelfth. The deadline for making application for transfer is February 15, 1965. A student group could be most helpful in promoting interest in transfering, and could very likely push the adult group slightly. About 50 people were present at the meeting, half of them students, a majority Negro. The student group had only three white people in it but with the prospects of gaining five or ten more.

They paid my expenses. They're good folks.

Report to Nate Greene

From: Al Ulmer

Re: Second quarter report

I. Major work assignments:

The last three months I have had a variety of assignments, ranging from giving a talk to the Columbus, Georgia Council on Human Relations regarding Title VI of the Civil Rights Bill to working in Greenville, S.C. with a group of people interested in making application for economic opportunity funds. In between were trips to Alabama for a week and to Florida for four days, a speech to the Pinellas County PTA, a lecture from an OEO official at the Southern Inter-Agency Conference, participation in the State Directors' meeting concerning project planning, and some research work for Dr. Dunbar on Community Action Program grants in the South.

II. General Staff Meetings

We hold general staff meetings every two weeks during which everyone present is invited to briefly state what he or she has been doing.

III. Work Sessions and Conferences

Paul Anthony and I really don't have work sessions or conferences, but rather, work together a good part of each day.

IV. Mr. Paul Anthony is the ideal supervisor. I have been allowed and encouraged to do as much as I am capable of doing. There is little else to say in regard to a summary of my first six months' work but that I feel it has been a success both in a learning and a contributing sense of the word.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

CAREER SERVICE BOARD

NAIRO-ELEANOR ROOSEVELT MEMORIAL FOUNDATION

HUMAN RIGHTS INTERNSHIP PROGRAM

MEMORANDUM

TO: Intergroup Relations Agencies

FROM: Nathan Greene, Intern Program Coordinator

SUBJECT: Internship requests, Group #3

The enclosed materials have been sent to aid you in the preparation of proposed Training Plans for the third group of Eleanor Roosevelt Interns.

Training Plans are due in the NAIRO office no later than April 12, 1965. Tentative plans call for the Internship year to begin in late July.

Information on the manner and timing for program processing will be sent to you within the next two weeks.

We appreciate your interest in this attempt to provide structured training for potential intergroup relations professionals.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

NAIRO-ELEANOR ROOSEVELT MEMORIAL FOUNDATION

HUMAN RIGHTS INTERNSHIP PROGRAM

GUIDELINES

(For the Preparation of Agency Training Plans)

(Please respond to the following outline with as much detail as possible)

I. Agency Information

A. Indicate the size, composition and structure of the agency staff.

B. List and explain the nature and scope of:

1. The agency's major program areas
2. Special Projects

II. Through what means will the Intern receive:

A. Orientation to the agency

B. Familiarization with current problems within the agency's jurisdiction

C. Informational meetings with representatives of other agencies in the area which are involved in such matters as:

1. Welfare
2. Urban Renewal
3. Community Organization
4. Interreligious Activities
5. Public Housing
6. City, State and Federal agencies conducting complaint and compliance programs
7. Civil Rights Law
8. Anti-Poverty Programs

III. The following is a list of skills and techniques of the intergroup relations profession which this program seeks to develop. Please explain, in detail, the manner in which an Intern's program involvement would seek the development of each of these skills. (Note: While it is acceptable procedure to develop combinations of these skills through the same program, preference will be accorded those Training Plans which present the greater number of different programs.

A. Administration

B. Communications

1. Public Speaking
2. Writing
3. Public Information

C. Conciliation

D. Complaint Investigation and Processing

E. Negotiation

F. Planning

1. Conferences
2. Workshops

G. Program Development

H. Survey and Research

I. While not a skill area as such, experience in coordinated efforts with other agencies is regarded as essential by the Career Service Board. If such contemplated exposure is not covered by responses to the above items, please indicate how else this will be accomplished.

IV. AGENCY MEETINGS: Interns are expected to regularly attend general staff meetins and at least some meetings of the agency's board of directors or commission. Please indicate the frequency of:

A. General Staff Meetings

B. Meetings of (board/commission)

V. Supervised readings of pertinent books, periodicals, and other resource materials not encountered in the course of daily work. These are to be regarded as part of the Intern's regular office assignments.

The Career Service Board will provide a suggested reading list, from which specific selections can be made, consistant with the Intern's prior exposure. Therefore, the Training Plan need only indicate agreement to the conditions of the first paragraph; the reading list can be supplied subsequent to the actual selection of an Intern.

VI. Supervision: Supervision of the Intern is to be performed by a senior practitioner with whom the Intern works and to whom the Intern is directly responsible. If it is expected that the Intern will, at different times, have more than one supervisor, the following is equally applicable to all proposed supervisors.

A. Name, title and professional vitae of proposed Intern Supervisor, including experience in the supervision and/or training of junior personnel.

B. The supervisor and Intern will be expected to meet no less often than once every two weeks--in addition to normal work conferences--to discuss:

1. The Intern's professional development
2. Matters of general concern to the intergroup relations field
3. Supervised readings

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

CAREER SERVICE BOARD

MEMORANDUM

TO: Supervisors and Interns, Group II

FROM: Nathan Greene, Intern Program Coordinator

SUBJECT: Third Quarterly Reports

Enclosed are outlines for the third quarterly Internship Reports.

We are asking that these reports be submitted a bit early, so that we may have them on hand prior to the Evaluation Seminar. Your cooperation in meeting the May 28th due-date will be greatly appreciated.

We are looking forward to seeing you in June.

P.S. Please don't forget to send in your reservation slips for the Evaluation Seminar and the $150 agency checks for the overhead costs of the Seminar.

Thanks much.

NAIRO INTERN PROGRAM
SUPERVISOR'S REPORT

Intern: Al Ulmer

Supervisor: Paul Anthony

The intern has continued his work in the field department with heavy travel and considerable responsibility. Additional work is being done to assist the Executive Director while the Director's assistant is on leave.

By assignment, Ulmer has become the most involved staff person with federal anti-poverty programs and is probably the most knowledgeable person here on those programs.

Our evaluation of the intern's strengths and weaknesses remains much the same as that of earlier reports. He does have a tendency to become heavily involved in individual projects at the expense of the overall responsibility of an agency such as ours. However, this weakness for people at the expense of paper is not one which we have any strong urge to correct.

Work will continue much as in the past. Some time will be given to selecting young volunteers (Peace Corps returnees and others) and assigning them throughout the region.

We will offer Ulmer a permanent position of considerable responsibility. If we can't keep him we would unhesitatingly recommend him for any position in which he was interested.

January 18, 1965

The Civil Rights Commission
1701 Pennsylvania Avenue, N. W.
Washington, D. C.

Dear Sir:

My name is Al Ulmer. I am employed as an Eleanor Roosevelt intern in the field of human relations with the Southern Regional Council, 5 Forsyth Street, Atlanta, Georgia. On the evening of January 15th, 1965, accompanied by Mr. Edwin Stanfield, Executive Director of the Alabama Council on Human Relations, I witnessed the preceedings of the Birmingham, Alabama Recorder's Court in Birmingham, Alabama.

During the evening a Mr. James Eddie Steele was called before the court to answer charges of being drunk and of disorderly conduct at the Greyhound Bus station some days before. The following is an account of what happened:

> Mr. Steele was asked to take the chair and was asked basic questions by his attorney, Mr. Hall. He was asked his name, occupation, arrest record, and then asked to give his account of the happenings preceeding the arrest. He said he had taken the bus from Montgomery, Alabama at approximately 1:10 P.M. and feeling sleepy, had asked the couple behind him to wake him at Birmingham as he was going to try and sleep some. They said they would do this. He then went to sleep, and remained asleep until the bus arrived in Birmingham. On leaving the bus he was called to by two policemen who then arrested him on the charges previously stated, though Mr. Steele denied both and pleaded not guilty during the trial.

The policeman's testimony of the procedure involved in Mr. Steele's arrest varies somewhat. He says he received a call from the bus station to come and remove a man from a bus there and when he arrived he found Mr. Steele asleep on the seat in the bus. He said the bus driver had filed a complaint against Steele of disorderly conduct and that Steele had been drinking. The bus driver was not present at the preceedings and the policeman had not taken his name.

The policeman interrupted Steele once during the questioning to ask him if he realized he was under oath. Steele answered saying he realized this, answering the policeman by
q name. At the conclusion of the trial the Judge asked the arresting officer if the defendant had been polite. The police officer replied, "Yes sir, he was real polite," looking over his shoulder at the policemen seated behind him with a smile. The Judge had to call order to curb the laughter of the policemen.

Mr. Steele is a Negro. He had been arrested previously on May 24, 1964. He had been arrested by the same policemen, and had been brutally beaten requiring a two week period in the hospital for recovery. Mr. Steele was found guilty of the charges filed against him last Friday night.

Enclosed is an affidavit signed by James Steele concerning his first arrest. I am sending it with the articles it appeared with in New South. I am certain your department will want to investigate this further. If I can be of any further help please contact me.

Sincerely,

Al Ulmer, Assistant to the
Director of Field Activities

AU:p

Enclosure

****

JAMES M. DABBS, PRESIDENT
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MRS. M. E. TILLY, DIRECTOR OF WOMEN'S WORK
JOHN CONSTABLE, DIRECTOR OF INFORMATION
MARGE R. MANDERSON, RESEARCH ASSISTANT
EMORY F. VIA, LABOR CONSULTANT

LWD
mm

Southern R[illegible] Inc.
ROOM 432, 63 AUBURN A[illegible] [illegible]ORGIA
[illegible]2-8764

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

INTEROFFICE MEMO

Date January 18, 1965

To: Paul Anthony From: Al Ulmer

Subject: Trip to Alabama - January 12-17, 1965

Ed Stanfield met me in front of the court house in Huntsville Tuesday morning. During the afternoon we finished mimeographing the January bulletins and putting them together. It was good to see and measure accomplishment again. Monday evening Ed had several people in, among them: Dr. Ralph Lee, newly elected president of the Huntsville Council, and Mr. L. C. McMillian, the director of Huntsville Area Contractors Association.

Wednesday - I spoke to the Montgomery Council on Human Relations's meeting. Mr. Moreland Smith presided and for the first time the council members sat down and ate together. Ed had asked them to do this in his newsletter outlining plans for membership and fund raising. We met in a small room with a long table in it, part of a local church I think. Fifteen Negroes and five whites. And strangely, all the white people ate in a knot on one end of the table, I guess just from habit. Ed had asked me to outline his plans for the membership drive and to briefly state the broad program goals for the local councils. Discussion followed the talk and for a while centered about the possibility of placing the announcement of the meetings in the newspaper. Mr. Smith thought it best not to do this until after the fund raising was finished. The Council is a meeting Council, and will very likely remain so. Mr. Smith says the mood of Montgomery has not changed at all and that to act would drive the few white people completely under cover--farther. Mr. Smith plans to step down from the chairmanship when he goes on to the Civil Rights Commission's Advisory Board. I had the feeling he was slightly condescending in his running of the Council that evening.

Thursday - I visited the Montgomery MDTA training center, situated

under the nose of the governor, a student body of 60, well integrated classes in subjects ranging from auto mechanics to secretarial science. The principal said he would show me through as a tax-payer and gave me a fine directed tour. He said they have had no trouble, that the classes have all run smoothly and that students seem to get along with one another quite well.

I met Ed, we talked some with Mr. Smith and made our way to Birmingham.

Friday - We had an informal chat with David Vann under the watchful eyes of an autographed picture of Justice Black hidden on the wall and surrounded by books with Charles Morgan stamped on them. Lunch at Mrs. McCoy's and conversation with Peggy Fuller, local outspokesman for the Council. Dr. Lucius Pitts gave us over an hour of his time during which we talked of a coming Peace Corps program that sounds interesting, Gov. Wallace's latest moves on textbook control, and the future years' action of the Council.

Friday night we sat in on the Birmingham Recorder's Court session and this is a story in it self. A copy of a letter to the Civil Rights Commission is included with this memo.

Saturday - Talladega, Alabama with snow flurrying and iced brown buildings and the coldest floored church in town. The meeting was a luncheon. Fifteen Negroes and seven whites ate and then listened to Rev. Kelly Smith give the main talk. Mr. McNair, program chairman talked about the membership drive and Ed gave his report of the things local Councils could do in regards to the recruiting for the job Corps, program and membership-funds. We saw Dr. Long for awhile, but he didn't make the meeting.

Ed is well liked by all it seems where-ever we went. He is working extremely hard and is doing everything in the office himself as well as the field work. After the fund raising, which is progressing at a high rate of speed under Nat Welch, Ed will begin suggesting various programs to the councils in hopes they will become active groups. His job will be a hard one, perhaps getting harder as time and effort continue to pour into the work of running an organization in foreign territory. In Africa, they send ex-patriots home for a year after two years of service, to see friends, travel, and refresh themselves from the strain of living in the tropics. Perhaps, some way to allow these men in states such as Alabama and Mississippi to stand back and look at it all - from a distance - is something to consider. Also, all the words of encouragement we can spare will not be wasted.

****

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mm - file

Southern R[illegible] Inc.
ROOM 432, 63 AUBURN A[illegible] [illegible]ORGIA
[illegible]2-8764

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

INTEROFFICE MEMO

Date January 18, 1965

To: Paul Anthony From: Al Ulmer

Subject: Trip to Greenville, South Carolina, January 10th & 11th

Sunday evening Miss Lowery and I went to a joint meeting of Episcopalians and Methodist student groups at Furman University to hear a most interesting talk given by me. Several of the students who had originally shown interest in participating in a student human relations branch of the local Greenville group attended and we discussed the merits of such an organization being formed on Furman's campus.

Monday evening I addressed the Greenville County Human Relations Council after having spent the day talking with Reverend Francis, Mr. J. Edgar Smith, and Gil Roland concerning progress on the application for Economic Opportunity funds, the job-readiness program to be sponsored by the Phyllis Wheatley Center and the general trend of things in Greenville, respectively. Approximately 25 people attended, two-thirds of them were Negro. Miss Lowery had to stay at home with her aged mother as she had previously asked two painters to come and continue work re-painting her kitchen. The secretary was absent also. The people enjoyed the speech. They said they felt they had not heard such a forceful challenge to action in some time, I suppose because thay didn't meet last month due to the Christmas rush. Two committees formed, one to study the possibility of using the local YWCA Building as an after school study center, the other to begin collecting the information needed to document the evidence of poverty in the Greenville area.

Greenville is a rapidly growing, rapidly changing city. The library has on its shelves Another Country as well as None Dare Call It Treason and Race and Reason. The majority of restaurants have compiled with the Public Accomodations section of the Civil

Rights Law, but the two town monuments still stand to those who wore gray with Lee and fought for right and liberty and to the five courageous men who signed the ordinance of secession from the Union from Greenville County.

The Council has the opportunity to come above ground. It can participate in the application for the EO funds, in the administration of the job-readiness program, in much needed tutorials and pre-school programs, in opening the pools for the summer, and the desegregation of many things yet untouched, from Little League ball teams to licenses for electricians and plumbers trained at the Greenville Technical Education Center, but refused licenses, in the city. The Council needs new leadership but where it will come from is hard to say. In the past they have one accomplishment to their credit. By making a phone call Mr. & Mrs. were added to the names of Negroes in the local phone book. I am disappointed but not discouraged that I have contributed so little in getting Greenville moving. Perhaps, if they decide to activate, a future trip will merit thought. At the present it does not.

March 23, 1965

Career Service Board
National Association of Intergroup Relations Officials
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Gentlemen:

The enclosed information constitutes Training Plans for our participation in the Eleanor Roosevelt Intern Program, if a suitable candidate can be found in your third group of interns. We agree to the provisions you have outlined.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

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JOHN H. WHEELER, PRESIDENT
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Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA 3, GEORGIA
JAckson 2-8764

Dedicated to advancing the ideals and practices of equal opportunity for all peoples in the South

March 23, 1965

Career Service Board
National Association of Intergroup Relations Officials
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Gentlemen:

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Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

Training Plans

I. Agency Information

A. Size, composition and structure of the agency staff:

The staff of the Southern Regional Council presently numbers 23; a special project, The Voter Education Project, now has two staff people. (One Eleanor Roosevelt Intern, one temporary employee, and one part time employee are included in the total of 23 staff members. See outline below.) There are eleven professional Executive Directors in the state and local Councils on Human Relations, with whom we cooperate very closely, three Associate Directors, and five other special project directors.

SRC staff structure:

Executive Director	Secretary to the Director (on leave) Secretarial Assistant
Assistant to the Executive Director	Administrative Secretary
Director of Research (unfilled at present)	Research Assistant Research Associate Three Junior Research Assistants (one temporary)
Director of Field Activities	Administrative Secretary
Director of Womens' Work	Secretary
Staff Economist	
Director of Information Editor, New South	Secretary
Mailing Room Supervisor	Part time Assistant
Secretary Treasurer	Assistant
Receptionist	
Eleanor Roosevelt Intern	

I. (continued)

B. Nature and scope of major program areas, special projects:

The Southern Regional Council is an organization for the purpose of achieving equality of opportunity for all people, through the methods of research, education, and community organization. Major programs include:

State Councils on Human Relations: Organized by SRC in 1954, Councils in eleven southern states function independently, with varied programs. Local Councils number over 100, membership is nearly 10,000.

New South: A monthly magazine which reaches about 6,000 people.

Research: Maintains a library consisting of a specialized collection of materials on race relations and on the South; publishes original studies.

Fellowship of the Concerned: Brings key women leaders together for conferences and workshops.

Southern Interagency Conference: SRC acts as secretariat for the Southern Interagency Conference, which links together all agenices in the field with program in the Southern region.

Special projects:

Voter Education Project: A drive for full Negro voter registration in the South. Field work ended in October, 1964, and the VEP is engaged now in a comprehensive analysis of its data for book publication.

Foreign Visitors: At the request of federal agencies, the Council serves as official sponsor for scores of overseas visitors each year.

In addition, SRC undertakes numerous short term projects (an evaluation of the work of northern graduate students as summer school instructors in southern Negro colleges, and the coordination in early 1964 of a large south-wide effort to assure compliance with the Public Accommodations Law are recent examples) and other, on-going functions, such as consultative services, work with the news media, assistance to community action groups.

II. Means through which the intern will receive orientation to the agency, familiariation withcurrent problems:

Meeting the SRC staff, observing each department in operation, etc. Field trips with the Director of Field Activities. Attendance at fall Southern Interagency Conference, with opportunity to meet some 30 agency representatives. One or more visits to state Council offices.

Informational meetings with representatives of other agencies:

(1) Attendance at Southern Interagency Conference meetings (three regular meetings each year, occasional specially called meetings).

(2) Attendance at other meetings in the field of intergroup relations at which SRC representation is requested: conferences and annual meetings of other agencies, meetings called by governmental agencies, etc.

III. Development of skills and techniques:

The specific nature of the intern's program assignments will, to a large measure, be contingent on his interests; they will be of as responsible a nature as possible. It is conceivable that he might develop his administrative skills by assisting the Executive Director and Assistant to the Director in special tasks. In the area of skills in communication, survey, and research, the current intern has thus far filled speaking engagements on several occasions; has written two New South articles, prepared a program syllabus for local Councils, been involved in two special research and information projects. Skills in conciliation, negotiation, the planning of conferences and workshops and program development all are called for in working with the state Councils on Human Relations, and the intern will probably be heavily involved here. We have, at present, no specific plans for program involving complaint investigation and processing. SRC engages in a number of cooperative efforts with other agencies, viz., The Southern Interagency Conference, and work with the state Councils, and the intern will participate in these efforts.

IV. General Staff meetings are scheduled for alternate weeks; Executive Committee meetings are held quarterly, an SRC board meeting annually, and the intern will attend all of them.

V. We agree to the conditions of the paragraph on supervised reading.

VI. Intern Supervisor:

Paul Anthony, Director of Field Activities

Professional Vitae:
Teacher, Lynchburg, Virginia Senior High School
Editor, The Young Georgian
Sales and Promotion, The Wall Street Journal
Southern Regional Council:
- Special Research Project - 1956
- Administrative Assistant - 1957-58
- Executive Assistant - 1959-62
- Director of Field Activities - 1962-present

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

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CAREER SERVICE BOARD

April 5, 1965

MEMORANDUM

TO: Agencies Preparing Training Plans for the Human Rights Internship Program, Group #3

FROM: Nathan Greene, Intern Program Coordinator

SUBJECT: Processing Procedures

The Agency Participation Committee of the Career Service Board will hold its first meeting in April to consider proposed Training Plans for Internship Group #3. Certified plans will be assigned to the twenty-five program openings on a "first-come, first-served" basis. As previously indicated, Training Plans which are to be reviewed at this meeting must be received at the NAIRO office not later than Monday, April 12.

The second meeting of the Committee will be held in May. Any remaining places will be filled at that time. Plans being submitted for review at this meeting must be received in the NAIRO office not later than Friday, May 14.

Your cooperation in observing the above schedule will enable us to give each plan the proper time and consideration.

Following the announcement of certified agencies, about the first of June, agencies will receive the Intern Registry. This list will contain all the names, along with brief biographies, of persons eligible to serve as Eleanor Roosevelt Interns in Group #3.

At the same time, those people on the Registry will receive a list of the agencies certified for Group #3. This list will contain a brief, general description of the agency and an outline of the approved Training Plan.

The initiative for arranging interviews and making the final determination of agency-Intern pairings rests with the agencies and those on the Registry. The period of June 14-July 2 has been set aside for these interviews. The Career Service Board must have notice of the final pairings not later than Tuesday, July 6.

Every agency is encouraged to interview as many candidates as express interest in its Internship.

\ AV
mm

April 6, 1965

Mr. Nathan Greene
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Nate:

Enclosed is a memorandum which I trust will be acceptable as our application for an Eleanor Roosevelt Intern, and as our proposed training program, although I must confess that it is done rather hastily.

I want to assure you of our very keen interest in obtaining an intern. I am sure that there is no need to point out to you how desperately we need additional staff in the face of the problems besetting Alabama at the present time. Be assured, therefore, I shall be happy to cooperate by supplying any further details that you may desire or in any other way.

I did not specify in my memorandum the sort of person we want. Perhaps it is not necessary to commit oneself on this at this stage, but I do believe that the program we have in mind in Black Belt communities would best be served by a white male.

It was a great pleasure to meet you in Washington last week, and I look forward to seeing you again.

Cordially yours,

Signed

J. Edwin Stanfield
Executive Director

JES:llr

Enclosure

cc: Paul Anthony

April 6, 1965

MEMORANDUM

To : Nathan Greene, Intern Program Coordinator
National Association of Intergroup Relations Officials

From : J. Edwin Stanfield, Executive Director
Alabama Council on Human Relations

Subject: Application for an Eleanor Roosevelt Intern for 1965-66
and Agency Training Plan

The Alabama Council on Human Relations explicitly assent to the provisions of internship agreements as set forth in the memorandum provided us, and hereby applies for an Eleanor Roosevelt Intern from Group Three.

The following agency training plan is offered:

I.

The staff of the Alabama Council on Human Relations, at the present time, consists only of an executive director and one secretary.

The Alabama Council functions through the efforts of local councils on human relations, presently in eight (8) cities. The staff seeks to assist these groups in their work in education, housing, government programs, employment, voter education, health and welfare, and the like. At the present time, we are giving special attention to government programs and the provisions of Title VI of the Civil Rights Act of 1964. As a special project, we have undertaken the formation of an intercollegiate council on human relations in Alabama in cooperation with the National Student Association's Southern Human Relations Project. The executive committee also desires to render a considerable conciliation service in Selma and other Black Belt cities. In fact, if an intern can be secured, we would anticipate his working in Selma and possibly in other communities for extended periods of time. We would also like him to devote some time and attention to the student program.

II.

We believe that an intern's orientation to the agency and familiarization with current problems within the agency's jurisdiction would come most naturally through a period of working with the executive director and secretary in the office, and a period of traveling through Alabama with the executive director. The executive director would, however, make a special point of arranging for the intern to attend meetings of the Association of Huntsville Area Contractors, of the Community Action Committees in Huntsville and Birmingham, and possibly elsewhere, and to meet members of the staff of such agencies as the National Conference of Christians and Jews, and the Anti-Defamation League.

III.

We believe that if an intern is employed to work in our conciliation program in the Black Belt and with our student program, he would inevitably have opportunity to practice the skills and techniques listed in Part III of your guide. We would expect him to handle most, if not all, of the correspondence with the students and faculty members involved in the intercollegiate council program. He certainly would have opportunity for public speaking before these student groups, at local council meetings, and doubtlessly at other occasions. We could provide him some opportunity for writing through our monthly newsletter. We believe that these two programs would also provide ample opportunity to develop skills in conciliation, negotiation, complaint investigation, and the planning of conferences and workshops.

IV.

Formal general staff meetings are, of course, not necessary in our agency.

The board of directors of the Alabama Council on Human Relations normally meets twice annually. The executive committee has stated meetings every three months and call meetings whenever necessary. An intern would be expected to attend all of these meetings unless there should be a strong reason for his absence.

V.

We note that a reading list will be supplied by NAIRO, and note our agreement to the conditions of the first paragraph. The executive director will welcome the opportunity to discuss with the intern his reading program and the books read.

VI.

The supervisor of the intern would be our executive director, J. Edwin Stanfield. He is an ordained Presbyterian Minister, who has had seven years experience in the pastorate. He accepted his present position in September, 1964, after a three-month training period in the research department of the Southern Regional Council in Atlanta. Mr. Stanfield agrees to the schedule of work conferences with the intern outlined in the NAIRO Guide.

Signed Signed
J. Edwin Stanfield
Executive Director

JES:llr

cc: Paul Anthony

SRC NAIRO Intern

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
KENNETH C. JONES, JR., PRESIDENT
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

CAREER SERVICE BOARD

April 29, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

I have been asked to write you in pursuance of a discussion at the recent meeting of the Career Service Board's Agency Participation Committee, which considered requests for Eleanor Roosevelt Interns from State Councils in Alabama and North Carolina. The Committee regards what follows as being applicable across the board to the various State Council affiliates of the Southern Regional Council. I should also add that these thoughts are not now being shared with any of the Councils.

It is the feeling of the Committee that at the present time it is unwilling to assign any Interns to any of the various State Councils. This thinking proceeds from one or more of the following conditions:

1. Assignment of an Intern to a one-man office with a statewide responsibility, with the resultant prospects of:
    a. Inability to have continuing contacts with professionals other than the supervisor;
    b. Need for Intern to assume the type of responsibilities which ordinarily fall to an experienced professional
2. The time which some Councils devote to sustaining themselves;
3. The time and experience which the director may be able to give in supervision and training.

As an alternative, the Committee has suggested the possibility of approving additional Intern placements with the Southern Regional Council itself, possibly working on assignments in selected states. The thinking here is that the primary program and training responsibility would be the Southern Regional Council's, the direct supervision presumably to be provided by you. One possibility, of course, is the college program that you and I discussed. This would necessarily require a relationship between you and the Intern more closely resembling the kind of relationship you now have with Al, as opposed to your relationship with Betty Jo McMakin and Bobby Doctor.

Please let me know your thinking on this; I'd be happy and willing to [redacted] have you call and chew my ear off.

Cordially,

Nate

Nathan Greene
Intern Program Coordinator

NG/ml

I don't know what the hell that is -- but it looks interesting. See you on the 20th -- and tell Casper to have his tennis game in shape.

DG

May 6, 1965

Mr. Nathan Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Nate:

The points you raise in your letter of April 29 about the state Councils are valid, and we don't choose to argue with the decision of the committee.

Separately, there is enclosed a letter requesting that SRC's application for one intern be increased to a maximum of four.

When next the committee meets, I would be grateful if you would, purely for their information and future decisions, place before them the following:

Decisions related to state Councils should not be made broadly. The Councils differ considerably. Five of them, for instance, have two or more professionals. Georgia has four. Several of them are located in centers offering substantial exposure -- on a close basis -- to a number of professionals of other agencies, i.e., Nashville and Atlanta. Also, while there are obvious limitations to working with a one-man agency, there can be advantages. Certainly the intern will spend plenty of time with his supervisor and get exposure to a wide-range of activities.

No argument, the points are valid, simply not all the valid points were raised.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

May 6, 1965

Mr. Nathan Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D.C.

Dear Nate:

This is to request that our application for participation be expanded to include a maximum of four interns.

One would follow the outline you now have, based with SRC. The other three would be assigned to state Councils on Human Relations -- probably North Carolina, Georgia, and Alabama, but we would want to shift states if circumstances warrented.

Following their training sessions with NAIRO, we propose to bring the interns to this office for an initial training and exposure session. Thereafter, the assignments. During the year we would try several times to bring the interns together here for further work together and with the SRC.

While in the field, the interns' training programs and supervision would be watched closely by us. The SRC field department will be responsible for this and if Al Ulmer remains with us -- as we hope he will -- he would have considerable interest in this.

We propose keeping the intern with one state Council during the year but would not hesitate to make a transfer if it seemed desirable. And, we would hope to find resources for travel and exposure in more than one state and with more than one state Council operation.

Very general, as it must be at this date. Our objective would be to train people for private agency work in the South.

In selection we will give priority to young people, look carefully at any Peace Corps veterans, and hope for a majority of Negroes.

A final thought: it has long been one of my hopes that someday SRC could initiate an in-service training program of its own. This might be a forerunner to that -- in cooperation with NAIRO or separately. Certainly the experience gained from the above would give us some guidance.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

$150.00

National Association of Intergroup Relations Officials

2027 Massachusetts Avenue, N.W.

Washington 6, D. C.

Overhead costs, Intern Evaluation Seminar

Intern Project

May 12 65

Paul Anthony

N — Interns

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
KENNETH C. JONES, JR., PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

$50.00
6/14/65
LR

CAREER SERVICE BOARD

May 31, 1965

LRA

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta 3, Georgia

Dear Les:

The enclosed check in the amount of $50 represents a refund to your agency on the $200 you originally paid as a pro-rated share of overhead costs of the Evaluation Seminar at Airlie House in January.

As you will recall, the projected cost of the Seminar had been reduced from $300 to $200. Further reductions were made possible through the combined generosity of consultants who paid their own way to Airlie House and agencies which provided the travel costs for other consultants and some of our guest speakers. We are consequently pleased to be able to make good on our promise that rebates would be forthcoming should we wind up with a surplus of income on the Seminar.

We are quite pleased with the fruitful discussions and exchange of ideas which took place at the Seminar and wish to thank you again for your participation. The Career Service Board has already begun to move on a good many of the suggestions which were made at that time.

Cordially,

Nathan Greene
ml

Nathan Greene
Intern Program Coordinator

NG/ml

Encl:

N — Interns

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

June 11, 1965

LWD ✓
VAU
PA ✓
SMM

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Paul:

On behalf of the NAIRO Career Service Board, I am pleased to inform you of the Board's action in certifying your agency for participation in the NAIRO-Eleanor Roosevelt Intergroup Relations Internship Program, Group III.

The supervisor designated in your approved Training Plan will shortly receive a list of the eligible candidates for Eleanor Roosevelt Internships. The supervisor will then have approximately three weeks in which to interview and select ~~an~~ four Interns. Contacts for interviews are initiated by either the agency or the Intern candidates.

The Program Coordinator should be notified of your selection no later than July 7th, 1965. The Interns will be expected to attend the Training Institute, beginning on July 18th, 1965. The Institute concludes on Wednesday, July 28th, with the Interns then reporting to the agencies not later than August 2, 1965. Travel expenses to and from the Institute will be reimbursed by the American Jewish Committee, which conducts that portion of the training; the American Jewish Committee will also pick up the charges for room and board at the Institute.

As indicated in the Training Plan Guidelines, all supervisors will be expected to attend this Institute for one and one-half days, from the morning of July 27th to the afternoon of the 28th. Supervisors are being notified accordingly.

The Training Institute will be held at Airlie House, near Warrenton, Virginia -- fifty miles from Washington. Arrangements will be made to provide transportation from local airports to Airlie House.

The first of four equal payments of your ~~$2,500~~ $10,000 grant will be made shortly after the Intern~~s~~ report~~s~~ to your agency. The remaining three payments will be made during the fourth, seventh, and tenth months of the Internship, upon receipt of the quarterly reports which will be due at those times.

We are grateful for your interest in this program and your desire to provide good training situations for promising new Intergroup Relations professionals. Please let us know if and when we may be of assistance.

Sincerely,

Alexander J. Allen/ml

Alexander J. Allen,
Chairman, Career Service Board

AJA/ml

NAACP intern

$28.35

Robert Valder

2905 Pine Street

New Orleans, Louisiana 70125

Travel Expenses

Field Department Contingency

June 17 65

Paul Anthony

N - Intern

ALABAMA COUNCIL ON HUMAN RELATIONS, INC.

2809 GOVERNORS DRIVE, SW HUNTSVILLE, ALABAMA - 35805

J. EDWIN STANFIELD, Executive Director

Telephone 539-4277

LWD
PA
m

June 21, 1965

Mr. Paul Anthony
Southern Regional Council
5 Sorsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

As indicated in the copy of my letter to Bob Valder, I am favorably disposed to proceed with Bob as our intern. I gathered from your letter to him that the assignment has been made by NAIRO. As I indicated to him, I am sure our Executive Committee will rubber-stamp the arrangements. My recommendations will include payment for the expense of moving Bob's family from New Orleans to Huntsville.

Your judgement is proving to be very right. Jerry Roden told me when I was in Auburn the other day that Nat and Reverend Wilson were going to convey to the Executive Committee his strong recommendation that we hire an associate and place him in Auburn. His argument is that Auburn-Tuskegee presents unique possibilities in Alabama and moreover, has provided us with over 300 of our members. I still wish you could be at this Executive Committee meeting.

Cordially,

Ed

J. Edwin Stanfield
Executive Director

JES:llr

Enclosure

June 21, 1965

Mr. Robert Valder
2905 Pine Street
New Orleans, Louisiana

Dear Bob:

A carbon copy of Paul Anthony's letter to you, dated June 17, was waiting when I returned to the office this morning. I gather from his letter that you have definitely been assigned to Southern Regional Council by NAIRO.

First let me say that I shall be delighted to have you work with me and I hope you remain willing to do so. I am sure that the approval of our executive committee on Saturday will be only a pro forma item. They had, of course, authorized me to apply for a NAIRO intern.

Not knowing what other communications you may have had from Paul Anthony, I want to mention briefly some developments relative to his phrase "that you will be based in Huntsville." In case he has not already told you, I talked to Paul about the desire of the folks in Mobile to have you stationed there, and I told him that I had discussed this possibility with you tentatively. Paul was of the opinion -- with which I now agree most fully -- that, not to mention several other considerations, NAIRO would not hold still for your working out of a base more than 300 miles from the "supervising officer." Therefore My recommendation to the executive committee will be that you be asked to move your family to Huntsville and work from here.

I wonder if you could fly to Birmingham on Saturday, June 26, to attend the meeting of our executive committee. At our expense of course. I think they would like to meet you, and of course we want to be sure that whatever decisions we make affecting you and your family are acceptable to you. The meeting will be at the Bankhead Hotel, Birmingham, starting at 10:00 a.m. Feel free to fly up the night before, if need be, and check in at the Bankhead. I haven't decided yet whether I'll drive down on Friday or Saturday. Let me know if you can make it.

Cordially,

Ed Stanfield

June 22, 1965

Miss Sallie Owens
Richland County Economic Opportunity Commission
USO Building
1729 Assembly Street
Columbia, South Carolina

Dear Miss Owens:

While it's a disappointment to know you have removed yourself from the intern program, it is good news to know that you have found employment in a very related field.

I hope we all will remain in close touch. And, if we can be of any possible assistance to you please let us know.

Right now our region is an exciting place with many good efforts. We congratulate you on finding one of them.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. Nathan Greene

SRC intern

Richland County Economic
Opportunity Commission
USO Building
1729 Assembly Street
Columbia, South Carolina
June 11, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Mr. Anthony:

Thank you so very much for your part in my selection as a candidate for the NAIRO intern program. Mrs. Spearman tells me that you already know of my position as a Field Worker with the Richland County Economic Opportunity Commission. I trust that you know of the many opportunities available in this program and that you understand my reasons for accepting this position.

As instructed in the letter informing me of my selection for the intern program, I have written Mr. Greene requesting that my name be removed from the list of candidates for this phase of the program. However, I am still very interested in what the program has to offer and will be following it closely through Brad's work.

Thank you again for all of your help.

Sincerely,

Tobie Owens

Sallie ("Tobie") Owens

June 22, 1965

Mr. Brad Poston
P.O. Box 3002
Columbia, S.C.

Dear Brad:

This is to confirm your appointment as an SRC intern with primary training and employment by the South Carolina Council on Human Relations.

At the earliest opportunity we will write you about the particulars of the July NAIRO training session and other particulars. In the meantime, let me welcome you to the field and to the "family." I think everyone concerned has made a good choice.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mrs. Alice Spearman
Mr. Nathan Greene

NAIRO intern

P.O. Box 3002
Columbia, S.C.
June 15, 1965

Dear Mr. Anthony,

Sorry you had so much trouble reaching me. I talked with Al Monday, but we really didn't get too much accomplished as we didn't know whether or not the S.C. Council had been approved.

I just finished talking with Mrs. Spearman and everything is arranged. I think she's planning on sending a letter in tomorrow to the effect that I'm hired or whatever the necessary step is. Hope that I haven't fouled things up too much by wanting to work in S.C.

In case you need to get in touch again my mailing address is P.O. Box 3002, Columbia, and my telephone number is Al-4-0582.

Hope you have a good trip wherever you'r going. If it's far enough away maybe you'll get out of monsoon country. Will close for now.

Sincerely,

Brad

Brad Poston

June 22, 1965

Mr. Jim Harmeling
204 N.W. 15th Terrace
Gainesville, Florida

Dear Jim:

While we aren't happy to know that you and Cathy remove yourselves from internships, the South, the Movement, etc., I think you have made the right decision. When you come back, we'd be very interested in talking about possibilities.

In the meantime, every good wish. And, I venture not only Sierra Leone, but the whole continent of Africa will never be the same after your two years. At least, I hope not.

Our very best to Cathy and to you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

204 N.W. 15th Terrace
Gainesville, Florida

June 15, 1965

Mr. Paul Anthony, Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony,

The list of participating agencies for the NAIRO program arrived yesterday. The various opportunities for internships appeared very challenging. However, I will not be applying for any of the internships at this time.

About two weeks ago, Cathy and I received an invitation from the Peace Corps to train for a community development project in Sierra Leone, Africa. We have decided to accept and will begin training in August of this year. The main factors which entered into this decision were the particular location of our assingnment and the probability that we would never take advantage of this opportunity if we did not do so now.

I certainly regret having to pass up the chance to work as a NAIRO intern at this time. When we return to the states after two years I hope to make application for an internship, preferably with the Southern Regional Council.

Cathy and I very much enjoyed having met you and expect that we will be renewing our acquaintance with you in the future.

Sincerely,

Jim Harmeling

Jim Harmeling

N- Interns

June 23, 1965

Miss Allison K. Turner
c/o Bearse
Box 165
Centerville, Mass.

Dear Miss Turner:

Unfortunately, the arrangements for interns with SRC are nearing conclusion and we are not in a position to consider your request. In light of your interest and activities I regret that this is so and do hope you are successful in finding an agency.

If so, I shall look forward to meeting you at the training session next month. If not, and you wish assistance in finding employment in this field, please let us know. Initial placemant is never easy but we'll be happy to be of any possible assistance.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

N interns

c/o Bearse
Box 165
Centerville, Mass.
02632

Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony,

As a candidate for the Human Rights Internship sponsored by NAIRO and the Eleanor Roosevelt Foundation, I have received the list of participating agencies to which I may apply. The agency information and training plan submitted by your agency indicate that the projected work assignments would interest me and be within my capabilities.

Therefore, I would like an interview with a representative of your agency. I can be reached at the above address or by person-to-person collect phone call at 617-775-1007. A resume is attached for your information.

Sincerely,

Allison K. Turner

(Miss) Allison K. Turner

RESUME

NAME: (Miss) Allison Kolb Turner
BIRTH DATE: July 6, 1940
HOME ADDRESS: 112 E. Pennsylvania Avenue
Towson, Maryland 21204
Telephone 301-825-3357

EDUCATION:
High School — American Community School
Beirut, Lebanon (1953-58)
College — Antioch College
Yellow Springs, Ohio (1958-59, 1961-62)
Goucher College
Towson, Maryland (1963-65) B.A., English

EMPLOYMENT:
Housekeeper-baby sitter - Six hours a day, cared for two children, aged six months and two and a half years. (Nov. 1960 - June 1961)
Johns Hopkins Hospital, Child Life Program - First as an Antioch co-op, then as a temporary employee, I ran a play program for children in out-patient clinics. (April 1962 - June 1963)
Child Study Center - A weekend job, worked as a substitute house-parent, in charge of 4-6 girls, aged 8-14. (Oct. 1963 - June 1963)

VOLUNTEER ACTIVITIES:
Baltimore Friends of SNCC - Freedon Poll Tax Project - Helped in planning this project and collecting money. On November 4, 1964, students from five colleges in the Baltimore area and faculty from several manned twenty polls for a twelve-hour day.
SSOC Project, Hattiesburg, Mississippi - The Southern Student Organizing Committee sponsored two projects in Mississippi over the Christmas vacation, the purpose of which was to give educational experience to Southern students. On the second project (Dec. 24, 1964 - Jan. 1, 1965), we canvassed in two communities for the Mississippi Freedom Democratic Party Challenge and helped to ready a community center for use. I also had the occasion to work in the day-care program of an established community center.
Maryland Committee to Support the Mississippi Freedom Democratic Party Challenge - On returning from Mississippi with heightened enthusiasm and resolve, I joined with several other Baltimore citizens in attempting to form this committee. Its purpose was two-fold: to bring constituent and other political pressure on Baltimore's U.S. Representatives to support the Challenge, and to establish a group that would continue to exert effective pressure for future issues locally. Activities have been the circulation of a petition letter, planning a rally, and getting together with other organizations to talk to the Congressmen.
Baltimore Tutorial Project - The BTP is one of several tutorials operating in Baltimore. During the second semester of this school year, I tutored a fifth-grade girl in arithmetic and reading.
College Recruitment Program - A group of Goucher students planned this activity with a group of public school guidance counselors. The purpose was to present able slum children with the advantages of a college education and to demonstrate the possible ways of getting to college available to them. My team went to an all-Negro junior high school and talked to eighth and ninth graders in groups of fifteen to twenty-five. Discussion centered on different kinds of colleges, requirements for college, and scholarships and other money available.
CNAC Project, Cambridge, Md. - The Cambridge Non-violent Action Committee, an affiliate of SNCC, sponsored a student volunteer project for eight days in late March 1965. We went to specified people with a Surplus Food Questionnaire about the adequacy of welfare services and went door-to-door with a School Questionnaire about adequacy of facilities, corporal punishment, and segregation.
SNCC Lobbying Project - The Mississippi Freedom Democratic Party asked SNCC to help prepare volunteers to lobby for passage of the Challenge to the Mississippi delegation and for the projects in Mississippi this summer. In conjunction with this program I participated in workshops about lobbying and the organization of pressure groups in Northern areas and personally contacted ten Congressmen. (June 13 - 18, 1965)

N Intern

AIR MAIL SPECIAL DELIVERY
June 23, 1965

Mr. Nathan Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue
Washington 6, D. C.

Dear Nate:

After reviewing their finances and prospects the Georgia Council has very reluctantly come to the conclusion that they cannot adequately provide their share of the funds for the intern program. Therefore we turn one back to you.

This is in addition to the high possibility we may yet have to give up the slot here at SRC. We have looked as far away as Indiana but so far have turned nothing up, though now that Georgia is out I am more anxious than ever to have the intern here. How long can we hold off -- while being fair to an agency waiting in line -- before making a final decision?

Also, has anything else turned up since we last talked?

Will be here the remainder of the week, if you have any immediate suggestions.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

N- Interns

July 1, 1965

Miss Rhoda Silver
2105 North Summit
Milwaukee, Wisc.

Dear Miss Silver:

Because we have had to drop one and possibly two of the intern slots alloted us, I deeply regret that we will not be able to consider your application.

I do hope you are successful and that we will meet at the training session. If not, please let us know if we can be of any help in offering suggestions or otherwise assisting you in finding employment in this field.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Paul,

A Miss Rhoda Silver called about the intern position with SRC.

23 years
B.A. Univ. of Wisconsin
Pol. Sci.
Univ. of Mich. grad. sch.
in Social Work (Comm. Org.)

Work experience
Cook Cty Public Aid - 2 mo.
Detroit - Kennedy - Protestant
Comm. Org. Project

I think not - but said you or I would write her in regard to the Ga. Council intern thing.

AU

N interns

July 6, 1965

Miss Carolyn Hoover
4634 Greene Place, N.W.
Washington, D.C.

Dear Miss Hoover:

Please forgive this inexcusable delay in answering your letter of June 18. During the past several weeks we have been very uncertain about our situation relating to the intern program. We have had to eliminate one intern position and the others have been filled.

We have learned that the National Board of the YWCA is very interested in finding persons with qualifications and interests such as yours for work with YW's in the South. If you do not find a suitable opening with the intern program and are interested in the YW, please write Miss Dorothy Height, National Board, YWCA, 600 Lexington Avenue, New York 22, N.Y. I think you and the YW should consider each other.

In the meantime, please keep me informed on your situation and call on us if there is anything we can do.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Miss Dorothy Height

N - interns

4634 Greene Place, NW
Washington, D.C. 20007
June 18, 1965

Mr. Paul Anthony, Director
Southern Regional Council
5 Forsyth Street, NW
Atlanta 3, Georgia

Dear Mr. Anthony:

As you probably know I was certified by NAIRO for the Eleanor Roosevelt Human Rights Internship Program. During this year of internship I would like to work in the south; therefore, I would like to apply for one of the four intern positions with the Southern Regional Council. I am interested in the Atlanta office position as well as those with the state councils.

As I understand it, for placement all candidates must be interviewed for a specfic position. Is there any possibility that I could be placed without an interview? I ask this because I am working in Washington, D.C., for a month in order to help my family financially and a trip to Atlanta would be quite costly; however, if it is necessary I will be glad to come and partake once more of your gracious hospitality.

Thank you very much for your help. I will anticipate hearing from you very soon.

Sincerely,
Carolyn Hoover
(Miss) Carolyn Hoover

File

XERO COPY

JOHN H. WHEELER, PRESIDENT
MARION A. WRIGHT, VICE-PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
RUFUS E. CLEMENT, VICE-PRESIDENT
STEPHEN J. WRIGHT, VICE-PRESIDENT
RAYMOND M. WHEELER, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
LESLIE W. DUNBAR, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
JAckson 2-8764

July 16, 1965

Miss Brenda J. Whittaker
The Mayor's Commission on Human Relations
City Hall
300 E. Berry Street
Fort Wayne, Indiana

Dear Miss Whittaker:

Enclosed is your application folder with photograph.

I am sorry -- very sorry -- that nothing has developed, but the news of your new situation with the Fort Wayne Commission is good.

Perhaps we can keep in touch, and very likely there will be more intern programs. In the meantime, if there is any possible assistance we can provide, please let me know.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

NAIRO intern applications

City of Fort Wayne

THE MAYOR'S COMMISSION ON HUMAN RELATIONS

Rev. Edwin A. Nerger, Chairman
Alvin E. Wesley, Executive Secretary
City Hall—300 E. Berry Street
Fort Wayne, Indiana 46802

July 13, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony,

On June 17, 1965, I sent to you a resume of education, job experience, volunteer activities and character. Enclosed also was an 8 x 10 photograph that belongs to my family. You may, of course, keep the resume, but I would like to have the photograph. Please sent it to my home address: 319 East DeWald Street/ Fort Wayne, Indiana.

Secondly, I was sorry to hear your agency was not participating in the program this round. I had heard many impressive remarks about your program and had looked very much forward to meeting you and becoming part of your staff. As it turned out, I will not be participating this round either.

As you suggested, I did go to Kentucky. Mr. Galen Martin is a very fine person and his staff was very friendly. I told him that I had talked with you and that you had recommended me to his agency, but because I have just two

years of college education and training, they thought their best choice would be a college graduate.

I have tried not to get discouraged because this field is quite competitive and not only this but also to really be effective in this field, you must really have pretty much of a foundation upon which to build. I said that to say this: the Mayor's Commission here in Fort Wayne has given me a substantial raise and I've decided to stay here with the Commission until Mr. Wesley's contract expires (December, 1966). I will be attending St. Francis College and will continue to take one or two courses a semester at Purdue. You are perhaps wondering if I plan to stay in the NAIRO program. The answer to that question is "yes".

I think the internship program is an answer to many prayers. Since intergroup relations is not taught in colleges, I think this is quite a supplement to book learnin'.

I am looking forward to perhaps meeting you and your staff one day. In the meantime, would you send to me some of your publications and other educational materials. I will be looking forward to hearing from you from time to time.

Sincerely yours,

Brenda J Whittaker

(Miss) Brenda J. Whittaker
NAIRO Candidate
Office Secretary
Mayor's Commission on Human Relations

$625.00

The South Carolina Council on Human Relations

1330 Laurel Street

Columbia, South Carolina

First Quarterly Payment, Grant for Salary of Intern

Intern Project

August 5 65

Paul Anthony

$625.00

The Alabama Council on Human Relations

2809 Governors Drive, S.W.

Huntsville, Alabama

First Quarterly Payment, Grant for Salary of Intern

Intern Project

August 5 65

Paul Anthony

$80.00

National Association for Intergroup Relations Officials

2027 Massachusetts Avenue, N.W.

Washington, D.C.

SRC share overhead costs of Supervisors' Conference

Intern Program

August 6 65

Paul Anthony

August 6, 1965

Mr. Nathan Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D.C.

Dear Nate:

Enclosed is our check for $80.00, representing our share of the overhead costs of the Supervisors' Conference for two intern participants.

Please have receipt of these funds acknowledged on the enclosed copy of this letter and return it to us at your convenience.

There will be another intern if Ulmer has to go again.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 6, 1965

Mrs. Alice Spearman
Executive Director
South Carolina Council on Human Relations
1330 Laurel Street
Columbia, South Carolina

Dear Alice:

Enclosed is our check for $625.00, representing the first quarterly payment of the annual grant of $2,500 for one-half of the salary of the SCCHR intern.

We suggest that the salary of the intern begin July 15, or as soon thereafter as possible.

At an early date I hope to discuss with you plans and arrangements for the work and training under this program.

Please have receipt of these funds acknowledged on the enclosed copy of this letter and return it to us at your convenience.

Best,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 6, 1965

Mr. Ed Stanfield
Alabama Council on Human Relations
2809 Governors Drive, S.W.
Huntsville, Alabama

Dear Ed:

Enclosed is our check for $625.00, representing the first quarterly payment of the annual grant of $2,500.00 for ~~one-half of~~ the salary of the ACHR intern.

We suggest that the salary of the intern begin July 15, or as soon thereafter as possible.

At an early date I hope to discuss with you plans and arrangements for the work and training under this program.

Please have receipt of these funds acknowledged on the enclosed copy of this letter and return it to us at your convenience.

Best.

Sincerely,

1250

Paul Anthony
Director of Field Activities

PA:mm

Other -
N - Intern

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE. N. W. • WASHINGTON 6, D. C. • 387-7050
KENNETH C. JONES, JR., PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

CAREER SERVICE BOARD

August 18, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Paul:

Enclosed you will find a NAIRO check in the amount of $1250 which represents the first of four instalments on the NAIRO Career Service Board's $5000 grant to the Southern Regional Council, for the placement of two Eleanor Roosevelt Interns. 8-23-65 is

Subsequent grant payments, in the amount of $1250 will be made upon receipt of reports from Interns and their supervisors, in November, 1965, and in February and May, 1966.

I have also enclosed two copies of the Letter of Agreement which covers this grant. Would you please sign and return one copy to me?

I hope that Bob's and Brad's orientation to the agencies has gone well and wish you all well for the coming year.

Cordially,

Nate

Nathan Greene
Intern Program Coordinator

NG/ml

cc: Edwin Stanfield
Alice Spearman

CAREER SERVICE BOARD

August 18, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Paul:

Enclosed you will find a MARRO check in the amount of $1250 which represents the first of four instalments on the MARRO Career Service Board's $5000 grant to the Southern Regional Council, for the placement of the Eleanor Roosevelt Interns.

Subsequent grant payments, in the amount of $1250 will be made upon receipt of reports from Interns and their supervisors, in November, 1965, and in February and May, 1966.

I have also enclosed two copies of the Letter of Agreement which covers this grant. Would you please sign and return one copy to me?

I hope that Bob's and Brad's orientation to the agencies has gone well and wish you all well for the coming year.

Cordially,

Nathan Greene
Intern Program Coordinator

NG/ml

cc: Edwin Stanfield
Alice Spearman

CAREER SERVICE BOARD

August 18, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
3 Forsythe Street, N.W.
Atlanta, Georgia

Dear Paul:

Enclosed you will find a NAIRO check in the amount of $1250 which represents the first of four instalments on the NAIRO Career Service Board's $5000 grant to the Southern Regional Council, for the placement of two Eleanor Roosevelt Interns.

Subsequent grant payments, in the amount of $1250 will be made upon receipt of reports from Interns and their supervisors, in November, 1965, and in February and May, 1966.

I have also enclosed two copies of the Letter of Agreement which covers this grant. Would you please sign and return one copy to me?

I hope that Bob's and Brad's orientation to the agencies has gone well and wish you all well for the coming year.

Cordially,

Nathan Greene
Intern Program Coordinator

NG/ml

cc: Edwin Stanfield
Alice Spearman

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

CAREER SERVICE BOARD

ELEANOR ROOSEVELT INTERGROUP RELATIONS INTERNSHIP PROGRAM, GROUP III

LETTER OF AGREEMENT

AGENCY: SOUTHERN REGIONAL COUNCIL GRANT: $ 5000.00

EXECUTIVE DIRECTOR: LES DUNBAR SUPERVISOR(S): PAUL ANTHONY

INTERN(S): R. VALDER, B. POSTON DATE: 8/19/65

This grant is made and accepted under the following provisions:

1. Travel, maintenance and overhead expenses for the Intern Training Institute will be paid for by the American Jewish Committee, under a grant from the Eleanor Roosevelt Memorial Foundation.

2. MATCHING GRANT: The agency will match the above grant with a a like amount, so as to provide each Intern with a one-year stipend of $5,000.

3. INTERNSHIP YEAR: The Internship year shall date from July 18, 1965 through July 15, 1966.

4. SUPERVISORS' CONFERENCE: (a) The agency will pay $ 80.00 as its share of overhead expenses for the Supervisors' Conference; (b) Each supervisor will atend this one and one-half day conference, the agency to pay for room, board and travel.

5. The agency will provide the Intern's travel expenses to and from the monthly In-Training Seminars.

6. EVALUATION SEMINAR: The agency will pay travel and maintenance expenses for the Intern and his supervisors, plus $ 400.00 for overhead costs.

Participating Agency Representative

Alexander J. Allen, Chairman
Career Service Board

DATE: _____

August 23, 1965

Mr. Nathan Greene
Intern Program Coordinator
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D.C.

Dear Nate:

This will acknowledge receipt of the first quarterly payment of the $5,000.00 grant. Enclosed is the signed letter of agreement.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 1, 1965

Mr. David Danzig
American Jewish Committee
165 E. 56th Street
New York, New York 10022

Dear Dave:

If appropriate at all, it may now be too late to submit an expense accounting of the NAIRO intern session.

Harold's invitation indicated expenses would probably be paid but there was no further discussion of it.

At any rate, the only expense of significance was round trip air tourist fare of $80.60. If appropriate and funds are available it would be good to have this.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Rec'd 10/11/65 S.C. General - VAU
Paul Anthony Interns MM

CAREER SERVICE BOARD

October 8, 1965

Selective Service System
Local Board #40
U.S. Courthouse
Room 160-64
Columbia, South Carolina

Gentlemen:

On September 13, 1965 I wrote you on behalf pf Mr. Thomas Bradford Poston, Selective Service #38 40 42 935 whose draft status is under your jurisdiction, requesting deferment during the period in which he served as an Intern in Intergroup Relations. On September 22, 1965 Mr. L.B. Harmon, Chairman of Local Board #40 responded: "It is the opinion of this local board that Mr. Poston's employment does not meet the criteria under Selective Service Regulations for an occupational deferment, 2-A, nor is he entitled to consideration for 2-S as a student classification."

On reviewing our files we have found that local boards of the Selective Service System in New York, Washington, D.C., Chicago, and San Francisco have all granted deferments to Interns whose situations were identical with that of Mr. Poston. We believe, therefore, that the action of Local Board #40 is unjustified and we request that their determination be appealed to the State Board of the Selective Service System.

It is our understanding that Mr. Poston's proposed induction date is close at hand; we trust that it will be postponed until he has had an opportunity to exhaust all proper appeal procedures.

Let me point out once more that Mr. Poston is receiving on-the-job training under the close supervision of a senior practitioner. He will take periodic trips to Atlanta to participate in Seminars with other Interns; he will be requested to prepare papers on a variety of professional topics; he is requested to undertake a supervised reading program.

Local Board #40 has been the first local board of the Selective Service System to refuse deferment to participants in this program; it is our considered belief that their determination should be reversed and that Mr. Poston be granted a deferment as have all other Interns who have requested it.

Sincerely,

Frederick B. Routh
Executive Director

FBR/ml

Interns / AU mm file

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

Rept 10/6/65

CAREER SERVICE BOARD

ANNUAL REPORT

As of this time, the Eleanor Roosevelt Internship Program has introduced seventy-five people to the field of intergroup relations.

The first two classes, totalling fifty people, which began their assignments in February and August of 1964, have attained professional status and passed on to the rolls of the "alumni". Members of the third group, having completed their 10-day Training Institute in late July, are now completing their second month in the offices of the various participating agencies.

Nearly fifty intergroup relations agencies have been involved in the program over the past one and one-half years, including almost every major private agency as well as several major governmental bodies (See enclosed list). Training has been performed by labor groups and neighborhood organizations, on housing and welfare, voting and employment projects, in the far Northwest and in the Deep South. Rare is the critical area--geographic or substantive--which has not seen the presence of an Eleanor Roosevelt Intern.

GROUPS I & II: As noted above, the members of two of these groups have graduated. Of the fifty who entered the program, thirty-nine are serving as full-time professionals in the intergroup relations field.

Of the remaining eleven, six are engaged in related work: either in graduate studies or in related disciplines such as mental health. The remaining five are still uncertain about their career direction, but can be expected to continue their contributions to human relations, on a volunteer basis if not as professionals.

Twenty-one graduates became full staff members of the agencies with which they trained, one succeeding to the position vacated by his Internship Supervisor. Ten of those people who accepted positions with different agencies are involved in federal or federally sponsored programs. These former Interns are working for: U.S. Office of Education; Office of Economic Opportunity; Equal Employment Opportunity Commission; U.S. Commission on Civil Rights; Office of Manpower, Automation and Training. Another seven former Interns are working for a variety of public and private intergroup relations agencies; one has become the Executive Director of the Tennessee State Commission on Human Relations.

One Intern has chosen to reverse the course taken by many of his colleagues, and entered the Peace Corps after the termination of his Internship.

GROUP III: The third group of Interns began their training on July 18 of this year, by attending the 10-day Training Institute, conducted by the American Jewish Committee. These sessions were stimulating and provocative, led by David Danzig, former Associate Director of the American Jewish Committee, assisted by John G. Feild, the coordinator of the early Internship Program efforts, and Alexander J. Allen, Chairman of the NAIRO Career Service Board. The Interns were exposed to a wide variety of speakers and content.

While the majority of agencies were "repeaters", a few agencies were engaging in this training effort for the first time. The new agencies are:

AFL-CIO Civil Rights Department
Baltimore Neighborhoods, Inc.
Bridgeport, Connecticut Intergroup Council
Connecticut Council on Civil Rights
National Committee Against Discrimination in Housing
New York State Department of Law

Also, for the first time, Interns have received permanent assignments in the states of Alabama and South Carolina.

In addition to the regular complement of Interns, five additional spots at the Training Institute were made available to government agencies wishing to send junior staff members. This was done in recognition of the need to sensitize government personnel who are playing an ever-expanding role in the intergroup relations field.

Participating in the Institute--at their agency's expense--were representatives of:

U.S. Department of Agriculture
U.S. Office of Economic Opportunity
U.S. Post Office Department
U.S. Commission on Civil Rights
Kentucky Commission on Human Rights

While the first written reports from Interns and supervisors are not due until November, oral reports indicate that the early stages of the training process are going smoothly. The Intern Program Coordinator will be spending the latter part of September and the early part of October in making personal visits to all participating agencies, to discuss early developments with the Interns and their supervisors.

By the first of October Career Service Board members will be launching monthly in-training Seminars for Interns in New York, Washington and Chicago areas.

SUMMARY: In conclusion we are grateful for the opportunity to have made available to seventy-five dedicated people a one-year, professional introduction to the field of intergroup relations. The profession and the nation stand in debt to the agencies which have invested their time, money and the efforts of their senior professionals; to the dozens of NAIRO members who have volunteered countless manhours for interviewing and committee work; and, primarily to the Eleanor Roosevelt Memorial Foundation.

Time and again, the recipients of foundation grants and charitable bequests have made reference to "living tributes." It is to be hoped that the abundant usage this phrase has received will not jade the sincerity or depth of our stated conviction that these Eleanor Roosevelt Interns have meant just that to the woman whose name they bear--and whose contributions they seek to emulate.

Respectfully submitted,

Alexander J. Allen, Chairman
Career Service Board

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

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AMERICAN FRIENDS SERVICE COMMITTEE
AMERICAN JEWISH COMMITTEE
AMERICAN JEWISH CONGRESS
ANTI-DEFAMATION LEAGUE
BALTIMORE NEIGHBORHOODS COUNCIL
BRIDGEPORT COMMISSION ON HUMAN RIGHTS
CATHOLIC INTERRACIAL COUNCIL
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NEW YORK STATE DEPARTMENT OF EDUCATION
NEW YORK STATE DEPARTMENT OF LAW
NORTH CAROLINA COUNCIL ON HUMAN RELATIONS
PILSEN NEIGHBORS COMMUNITY COUNCIL
SOUTHERN REGIONAL COUNCIL
ST. LOUIS URBAN LEAGUE
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UNIVERSITY NEIGHBORHOOD COUNCIL
URBAN LEAGUE OF GREATER NEW YORK
URBAN LEAGUE OF WESTCHESTER COUNTY
VIRGINIA COUNCIL ON HUMAN RELATIONS
WASHINGTON URBAN LEAGUE
WISCONSIN FAIR EMPLOYMENT PRACTICES DIVISION

Other - (Interns)

HV
MM

(please send copy to Nat Glenn)

Done 10/11/65

SOUTH CAROLINA COUNCIL ON HUMAN RELATIONS

REPORT OF THE ADMINISTRATIVE ASSISTANT

June, 1965 - August, 1965

The NAIRO Intern began work on August 1, 1965, after attending a ten-day orientation and training conference at Airlie Foundation in Warrenton, Virginia. Prior to that he had worked for three weeks on a part-time basis. His official title is Administrative Assistant.

Community Work

The first area of work was school desegregation in two communities -- Whitmire, S. C., and Cheraw, S. C. In Cheraw the attitude of the school board in admitting the thirty Negro students to the white schools was that they would all be back in the Negro schools by Christmas.

The Cheraw Council on Human Relations decided to sponsor a tutorial for the students who would be transferring as well as any other students who felt they could use extra help. The Education Committee of the Cheraw Council felt that the tutorial would give the students experience with white teachers and would help close any gap that may have existed between the two separate school systems.

The Administrative Assistant contacted and talked with the mayor, the newspaper editor, the high school principal, and county school superintendent to acquaint them with the tutorial program and enlist their cooperation. It was not possible to use any of the school buildings, but the principal and superintendent aided in securing textbook lists.

A similar condition existed in Whitmire where the schools were being desegregated for the first time this year. A team of two AFSC workers conducted a tutorial project in Whitmire for Negro students, many of whom would be attending newly desegregated schools in Newberry County. In its work, the AFSC team felt that the situation in Whitmire, which is a small mill town, was more tense than any other towns where their students would be going. Therefore, they urged a member of the S. C. Council on Human Relations to go into the area and try to aid in making the transition as smooth as possible.

The most rewarding discussion was with the high school principal for over two hours. One comment that particularly stood out was that no other white person from South Carolina had visited his office expressing concern about the forthcoming desegregation. However, through letters and community contacts, at least two white people visited his office.

Although the principal was committed to a policy of allowing no violence, that was the limit of his committment. At Whitmire High School, as in all the schools in Newberry County, no dancing will be allowed at social events, there will be no overnight trips to places like Charleston (as there were in the past), and, according to the principal, no Negroes will be allowed to participate in athletics in keeping with the rules of the S. C. High School League pertaining to transfer students. (This is a misinterpretation of the rules by the principal. Further discussion of this will follow.)

Other community involvement included visiting four different Head Start programs and working in one of them (Blackville) for two days as a teacher's aid.

After the discussion with the principal in Whitmire, contact was made with the Executive Director of the S. C. High School League and information was distributed throughout the state clarifying the rules pertaining to the eligibility of transfer students in interscholastic athletics.

Local Councils

In addition to aiding the Cheraw Council in starting their tutorial, the Administrative Assistant also attended the June monthly meeting and a meeting of the Education Committee to discuss a follow-up of the summer tutorial.

The Columbia Council on Human Relations sponsored a Fellowship and Orientation session for all the Negro students in the Columbia area who would be attending predominantly white schools. All grades were included and parents were invited. The main purpose of the meeting was to give the students who would be attending the same school a chance to get acquainted and to ask any questions about the schools. There were three discussion groups -- for the younger children, for the junior and senior high students, and for the parents. White parents (members of SCCHR and friends) were invited and white students from two of the white schools also attended. Approximately one hundred people participated in all.

Student Work

There is little opportunity for campus visits during summer school. The main focus, beginning in August with a meeting of the Executive Committee of the S. C. Student Council on Human Relations, has been on preparation for the SCSCHR Fall conference October 8-10 at Penn Community Center in Frogmore, S. C. The theme this year is "Poverty in S. C." with an emphasis on the Economic Opportunity Act. Campus visitations to as many campuses as possible before the conference are planned to interest students in the work of the SCSCHR. Where possible, the formation of local Student Councils on Human Relations will be encouraged.

Conferences Attended

Conferences attended include the Presbyterian Christian Action Seminar at Montreat, N. C. with Martin Luther King as the main speaker and the Southern Interagency Conference (SIC) in Atlanta for two days. The two days prior to the SIC conference were spent visiting different agencies in Atlanta such as ADL, Urban League, SNCC, OEO, NSA, and WUS.

General

As the title Administrative Assistant implies, general administrative work has been done to a small degree and will increase gradually. This has included preparation for the Annual S. C. Council on Human Relation meeting in Columbia, updating the membership and finance files, as well as learning some of the office routine.

Brad Poston
Administrative Asst

N — Interns

NAIRO INTERGROUP RELATIONS INTERNSHIP PROGRAM

Report of the Work of Thomas Bradford Poston
South Carolina Council on Human Relations

August - October, 1965

During the first quarter, our Intern, Mr. Brad Poston, working with the South Carolina Council on Human Relations, has carried work assignments in three major areas as follows:

I. The College Program, including the development of student programs and organizations in human relations in local colleges in the State.

II. Community Work with two local Councils on Human Relations and with other community organizations.

III. General Administrative Responsibilities.

These shall be discussed in the order listed.

I. College Program

The Intern worked especially with the Student Executive and Planning Committees in the development of the total program for the fall conference of the South Carolina Student Council on Human Relations. He carried major staff responsibility for this conference held October 8-10 at Penn Conference Center, Frogmore, South Carolina, which was attended by 104 students and faculty members from 14 colleges of the State.

In working with the conference planning committees, Mr. Poston gave guidance and assistance in the selection of program areas of emphasis, the setting up of six workshops, the selection of leaders and promotion and publicity for the meeting. A conference program and brochure are enclosed to indicate the nature of the conference and the extent of planning which was essential for the significant student conference experience.

Campus visits have included three colleges in the Rock Hill area; Morris College in Sumter; and Newberry College, Newberry. In addition to these special visits, the Intern has worked in September and October with the Columbia Intercollegiate Council, a group comprising five institutions of higher education in Columbia.

The visits to the local campuses focused primarily on small, informal conferences with key students and faculty members concerning the potentiality for the development of local student human relations groups. In Rock Hill, an initial attempt two years ago to bring together students from three colleges in the town -- Winthrop, state-supported woman's college, Friendship and Clinton, junior colleges for Negroes -- had failed as a continuing group. In Rock Hill, students, college staff and faculty members were interviewed concerning the possibility of reorganizing such a group, with an emphasis upon student involvement in community action projects, such as tutorials. A follow-up by correspondence indicates that a small planning committee with persons from the three colleges will soon meet to explore the function and potential for such a group. In the Rock Hill situation, a bi-racial "channel of communication" is very much needed, according to Mr. Poston's report of this visit.

At Morris College, the Intern's visit was primarily to infuse new life into the already-existing local student council and to interpret the entire program of the South Carolina Student Council on Human Relations.

Mr. Poston assisted in arranging a panel discussion led by students from the Columbia area for a program of the Newberry College Human Relations Committee. The Newberry group had requested the topic "Civil Disobedience."

The Columbia Intercollegiate Council in which students from five colleges participate this fall has been reappraising its total program and reorganizing. In the entire program of the Columbia Intercollegiate Council, Brad Poston has served as advisor, working week-by-week with newly elected officers and projecting programs and projects for the first semester's work.

II. <u>Community Work</u>

Our Intern has carried special responsibility for two community councils on human relations (South Carolina Council on Human Relations affiliates) during this quarter: Cheraw and Rock Hill.

In Cheraw in the early summer (prior to the beginning of his Internship), Brad Poston had been of special assistance to this community Council in the setting up of a tutorial program, primarily for Negro children who were to transfer in September to formerly white schools. Members of this small, somewhat reluctant group, were motivated to action through his efforts and continuing work with them on numerous visits to the community. The attitude of this relatively small town concerning desegregation of the schools seemed to be summed up in the statement of a school board member, "We'll take the Negro students, but they'll all be back in their own schools before Christmas."

The Council in its tutoring program and its personal interest in these children is seeing that this does not happen. The Intern has followed the progress of this community, its school desegreation, and the total program of the local Council on Human Relations in Cheraw very closely during this quarter. The transition to school desegregation has gone very well. The September program, planned in cooperation with the program chairman, was under the direction of Mr. Poston when a group of international students discussed "America's Image Abroad".

Two visits have been made to Rock Hill to attend meetings and work with members of the Rock Hill Council on Human Relations. The leaders of this Council need great undergirding and moral support in defining their role in the community. The Council is still primarily a meeting and talking group rather than an action group. Mr. Poston has been working with the chairman in an attempt to breaden his understanding and vision of the possibilities for community projects designed to deal with some of the basic economic and educational needs in Rock Hill.

In August, Mr. Poston worked with the officers of the Columbia Council on Human Relations in setting up an orientation and fellowship session for Negro students who were transferring to white schools and their parents with children and parents of Columbia Council members. A special effort was made to invite children and parents from schools to be attended by a number of Negro students. This meeting was helpful.

Opportunities for "grass roots" contacts have been established this quarter when Mr. Poston spoke and directed programs at two meetings of "Improvement Associations" in rural South Carolina communities, at the invitation of a South Carolina Council on Human Relations staff member who works primarily with low-income farm families. The focus in these programs was primarily on the Economic Opportunities Act.

III. <u>General Administrative Responsibility</u>

Under the supervision of Mrs. Alice Spearman, Executive Director, Brad Poston has carried certain administrative responsibilities in the planning and preparation for the annual meeting of the South Carolina Council on Human Relations scheduled for November 30. He made arrangements for the meeting place, set up conferences with various people in Columbia in conjunction with the plans for the meeting, most notably a staff conference with the Director of City Planning in Columbia. The South Carolina Council on Human Relations is especially hoping to enlist the cooperation of the community business leaders and officials since the meeting is to feature Mr. Philip Hammer, outstanding economist and city planner. The Intern has also worked with the nominating committee in preparing a list with biographical data of possible nominees for membership on the Board of Directors. An updating of the membership and finance files has been begun.

Conferences and Evaluation

Since we are a very small staff, conferences are held almost every day concerning work assignments, reports, and general evaluations of meetings, projects, overall progress, and problems. Longer conferences have been held several times with Mrs. Spearman concerning Council programs, policy, background, and analysis of the South Carolina situation - the context in which we work. A part of these has been devoted to professional growth and concerns. Conferences with Mrs. Ledeen, especially concerning the student program, have been held at least once a week. Conferences with Mrs. Spearman last approximately one hour. All the conferences are mutually profitable since they are frank and informal, including personal and candid evaluations as well as projections of future plans.

A general evaluation is made rather than one for each work assignment, since this would be repetitious. Mr. Postan's work is uniformly of high calibre. He brings to the human relations field a dedicated concern for people balanced with good judgment and a healthy realism. His great frustration is with the too timid and too cautious person and with inter-group misunderstandings and lack of trust, and especially with those who do not carry through responsibilities which have been accepted.

The process of working with volunteers inevitably brings some disappointments. Yet Mr. Poston is in general a very effective group worker, motivating others to participate, to assume leadership roles, and to work together on important tasks which will move provincial, backward South Carolina toward more inclusive, democratic practices.

The variety of groups and types of experience which have been assigned this quarter have been designed to give the Intern broad acquaintence with the people, problems, and potential of the South Carolina Council on Human Relations program.

The Intern's plan of work in November will focus almost entirely on finalizing plans and promoting the South Carolina Council on Human Relations' annual meeting. His field work with community councils and with student councils will continue. He will be working with student committees on planning work-study weekends in poverty areas and in setting up district meetings.

mm - please send attached sheet to Intern

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

Rec'd 11/4/65

CAREER SERVICE BOARD

MEMORANDUM

TO: Participating Agency Representatives, Internship Group III

FROM: Nathan Greene, Intern Program Coordinator

I am enclosing a memorandum confirming arrangements for a mid-year Conference for Eleanor Roosevelt Interns, which we discussed recently.

As you will recall, the agreement to add this Conference to the Internship schedule will provide that each participating agency will pay to NAIRO $100 per Intern as its share of Conference costs. In return, NAIRO agrees:

1. To reduce the agency's obligated share of overhead expenses for the spring Evaluation Seminar, from $200 to $100 per Intern.

2. To relieve the agency of its obligation to send supervisors to the Evaluation Seminar for one and one-half days.

3. To assume all expenses of the mid-term Conference, including the cost of Intern travel.

The time for this Conference has been tentatively set for early February; both time and place will be definitely set in the near future. Because we are anxious to finalize arrangements as soon as possible, I would appreciate hearing from you at your earliest convenience.

~~Ala~~
SRC Interns

November 29, 1965

Mr. Bob Valder
Alabama Council on Human Relations
2809 Governors Drive, S.W.
Huntsville, Alabama

Dear Bob:

At your earliest convenience please send us a quarterly report on your life and times for August-October to share with NAIRO. If you've already sent them a report, send a copy.

We need the paperwork to share with NAIRO in order to get our second quarterly grant.

Best.

Sincerely,

Paul Anthony
Executive Director

PA:mm

Folens

Memo

From
SHERWOOD ROSS

To Paul:

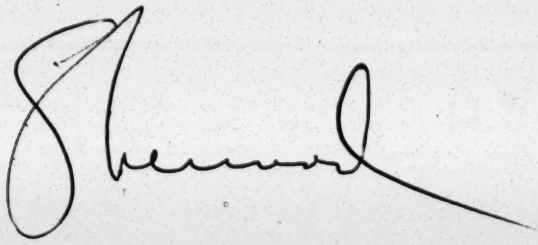
Friend of my wife's, Rhoda Musfelt, is making the grand tour re becoming a NAIRO ~~xxxxxxx~~ intern. She'll be coming down to Atlanta and, according to the prospectus, you are the person to see there.

Rhoda is brilliant and capable of very good work. Her drawback is her size and I worry about her on that account because I think she may be discriminated against. But she is a delightful, warm, kind, courteous, cheerful, etc., and swears to the Boy Scout oath. She is young and doesn't know exactly what phase of the work appeals most to her---but I think she will do very well at anything.

(over)

NATIONAL URBAN LEAGUE
14 East 48th Street
NEW YORK, N. Y. 10017
Area Code 212 751-0300

Hope also you can catch our new radio shows over WERD at 2 p.m.-2:30 p.m. Sundays and over WAOK.



We are up to about 50 stations now---confirmed---and working on 50 more stations, mainly in small southern towns. I'll send along a revised list for your information concerning the number of stations in the South which, I think, would also make a good market for SRC puff.

PRESIDENT
MARGARET GARRITY
President's Committee on Government Contracts
Chicago, Illinois

PRESIDENT-ELECT
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

VICE-PRESIDENTS
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Commission on Human Relations
Kansas City, Missouri

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Council on Human Relations
Trenton, New Jersey

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Commission on Human Relations
Philadelphia, Pennsylvania

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OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

Please Reply To: Frederick B. Routh, Executive Director
Fair Employment Practices Commission
900 Cadillac Square Building
Detroit 26, Michigan

November 9, 1959

Mr. Paul Rilling
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Paul:

After some discussion at the NAIRO conference, I have decided to ask you to serve as a NAIRO Regional Chairman for your section of the country. This will make you an ex officio member of the Board. You were selected because of your demonstrated interest in NAIRO and in the profession, and because of your ability to get about.

In terms of responsibilities, we would like to have you help build membership in NAIRO in your region and to serve as our representative with other professionals in the area. Some Regional Chairmen are planning conferences but only you and other NAIRO members in your area can know if this is feasible in your case - but it is worth some thought.

I trust you can accept this responsibility. NAIRO needs you now more than ever.

Best personal regards.

Cordially,

Fred

Frederick B. Routh
President

FBR/mvz

Nairo file

REDEVELOPMENT AGENCY OF THE CITY OF OAKLAND
1540 SAN PABLO AVENUE • OAKLAND 12, CALIFORNIA • TWinoaks 3-3878

REV. E. W. J. SCHMITT, CHAIRMAN • JOSEPH F. PRUSS, VICE-CHAIRMAN • MARY HUDDLESON • CARL O. OLSEN • KENNETH F. SMITH
FRED H. SQUIRES, JR., EXECUTIVE DIRECTOR

February 1, 1960

TO: NAIRO Regional Chairmen

FROM: Helen E. Amerman, Southwest Region

Last November when Manny Muravchik visited San Francisco we discussed our assignments as regional chairmen. We agreed it would be a good idea if there were an exchange of information among all the chairmen and suggested this to John Lassoe. However, the office is already overworked and he suggested that we work out our own procedures. Last week Louise Blackham was in town and encouraged me to start things.

Instead of a special newsletter, I'm proposing that we share copies of key correspondence which will reflect regional activities. Enclosed is a copy of my letter to Fred Routh, as a sample of what I mean.

It will be worth the $ .28 postage if I get an idea from each of you!

Encl.
cc: Lassoe, Routh

Helen E. Amerman

Nairo file

REDEVELOPMENT AGENCY OF THE CITY OF OAKLAND
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REV. E. W. J. SCHMITT, CHAIRMAN • JOSEPH F. PRUSS, VICE-CHAIRMAN • MARY HUDDLESON • CARL O. OLSEN • KENNETH F. SMITH
FRED H. SQUIRES, JR., EXECUTIVE DIRECTOR

February 1, 1960

Mr. Frederick B. Routh
President, NAIRO
900 Cadillac Square Bldg.
Detroit 26, Mich.

Dear Fred:

We were delighted to hear via John Lassoe that you really will visit the West Coast this year. In view of the preparations I'd like to make -- and possible exploitation of your presence (!) -- April would be much the better time and weather.

Potential attendance at the January 21 Bay Area NAIRO meeting dwindled so we cancelled it and are now trying for next week or the one following. At that time, in addition to deciding between the offers of Golden Gate College and the San Francisco Public Schools' Adult Education Department to coordinate our study group, we shall want to plan the get-together for all professionals and the officers of their agencies at which you will be the featured speaker and also plug NAIRO.

John Buggs also has written proposing a California -- or wider -- conference at Camp Ness Kramer (on the Pacific Coast Highway in Ventura County, about 40 miles from the center of Los Angeles -- Olympic-sized swimming pool, etc.) in connection with the spring North-South professionals' meeting (Bay Area Human Relations Clearing House and Southern California Conference on Human Relations). Although the Bay Area people were reluctant to undertake a state or regional conference until our membership expanded, it now seems a good idea to me to hold one built around your presence and also following through on the "Big Think." This would certainly be one thing we could offer our two New Mexico members.

Earl Raab (Bay Area Clearing House chairman) also thought it would be a good idea to invite you to the North-South conference, but couldn't tell me when that would be scheduled. Perhaps John Buggs and whoever's coordinating at the Southern end could work out a date when NAIRO-ans could adjourn to the Camp (avoiding the week of the 11th). We might even work out an arrangement to use that

NAIRO meeting as a membership-recruiting gimmick, a la national conferences.

There are at least a half dozen people in the Sacramento area who should join NAIRO. I hope you'll have time for a side trip up there (we can drive it in less than two hours from here).

With all these ideas in mind, could you possibly let us know by return mail when it would be possible for you to visit California in April?

Sincerely yours,

Helen R. Amerman

cc: Buggs
Binkley
Lassoe
Regional Chairmen

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

May 16, 1960

TO : NAIRO Board of Directors

FROM : Burton I. Gordin, Treasurer

SUBJECT: NAIRO'S FINANCIAL STATUS

In anticipation of the Cincinnati meeting the Finance Committee met on Thursday, May 12 to consider NAIRO's current grim financial status.

George Culberson, Ted Leskes and Burt Gordin, with assistance from Bill Cousins, considered the following facts:

1. Our proposals for foundation support have failed.
2. Our current expenditures have exceeded those anticipated in our 1960 budget by $215 while our anticipated 1960 income has been reduced by $2800. (See Exhibits A & B)
3. Our current financial picture looks like this:

1960 Financial Status

Anticipated expenditures	$40,163	(Exhibit B)
" income	18,500	(Exhibit A)
deficit	21,663	
Existing "surplus" *	16,862	
Final deficit	$ 4,801	

* This sum is derived by adding $5,372 which was "left over" from 1959 to $11,490 which represents the current value of our Gulf Oil stock, 100 shares of which we have already sold to meet current operating expenses. In other words, at our current rate of spending and income we will have a deficit by the end of the year of $4,801.

Our Committee concluded as follows:

4. For 1960 we face the immediate decision of either cutting back our expenditures or finding $5,000. About the only way we "save" this amount is to release our executive secretary. This would have to be done no later than September, 1960.

5. The Board should be prepared to adopt an austerity budget for 1961 as follows:

1961 Budget

Anticipated Receipts		Anticipated Expenditures	
Membership Dues	$7000.	Journal	$6500.
Publications:		Salaries:	
Journal	3000.	1/2 time office sec'y.	2000.
Others	500.	Bookkeeper	300.
Conference Dues	150.	Offic Expenses Incl:	1850.
		Telephone	
		Stationery	
		Travel	
		Treasurer's Bond	
		Miscellaneous	
Total	$10,650.	Total	$10,650.

6. The Board should give consideration to the following suggestions:

a. Immediately authorize Fred Routh, Dick Marks and John Feild to apply to the McGregor Fund for an administrative grant of $5000.

b. Appoint a committee centering in New York City which will meet with national agency representatives to ask them for financial support. Some members of the Finance Committee felt a good case could be made for justifying this request on the grounds that NAIRO's staffing of a national office serves the entire field and makes an important contribution to the profession. (This is George Culberson's idea and he can speak for it at the Board meeting.)

c. That a sliding scale of dues be adopted based on salaries so that better paid members could pay more. Dues could start at $10.00 and, in $5.00 multiples, could go to $25.00.

d. That the executive secretary devote a major portion of his time between now and September to trying to raise funds.

e. The Resources and Planning Committee be asked to meet as soon as possible and give consideration to these and other ideas that will enable NAIRO to continue the staffing of a national office.

COMMENTS:

Realistically, and in all fairness to John Lassoe and Frankye Brown, I believe we must be prepared for the austerity budget. The Board should adopt a cut-off date, effective within the next few months, which will give John and Frankye appropriate notice and give us time to set up the part time office which will probably have to be located in the same city as our 1961 elected secretary.

I am not optimistic about raising any substantial amounts of money through a sliding scale of dues or agency contributions. (Our special financial advisory committee which met two months ago to consider the feasibility of agency dues could not find a way to charge agencies for services and subscriptions. A report of this committee prepared by John Lassoe is available).

NAIRO is at its peak in every way now-members, services, status, publications-and it's hard to give up the very thing that has been most responsible for this. But we've had an extra year of a national office and secretariat - a year that we hadn't counted on. Let's make every possible effort to raise the money it takes to staff a national office but let's be prepared to do what probably has to be done.

I regret more than I can say that I cannot be with you at this hour of financial crisis. I'll help in every way I can.

Cordially,

Burton I. Gordin

BIG:mj

"A"

REVISED 1960 BUDGET

Anticipated Receipts

McGregor Fund (Terminal Internship Grant)		$2,500.
Special Funds Drive (Contributions) (-$1300)		200.
Interest on Savings Account		200.
Membership Dues:		
New	1500.	
Renewals	6500.	8,000.
Publications:		
Journal	(+$1000)	4,000.
Directory	(-$2000)	1,500.
Civil Rights Reprint	(-$500)	1,500.
Other		300.
1960 Annual Conference: Non-Member Registrations		300.
		$18,500.

NOTE: + represents a higher income than originally anticipated.

- represents a lower income than originally anticipated.

"B"

REVISED 1960 BUDGET

Anticipated Expenditures

Administration (National Office)			
Salaries:			
Executive Secretary	$10,000.		
Office Secretary	4,530.		
P.T. Clerical Help	800.	(-$500)	15,330.
Employee Benefits:			
Hospitalization	97.		
Social Security	320.		417.
Office Expenses:			
Hospitality	125.		
Rent	1,356.		
Equipment	250.		
Equipment Reserve	100.		
Printing	1,200.		
Postage & Mailing	1,200.		
Telephone	750.		
Office Supplies	600.		
Travel (Exec. Sec'y.)	2,500.		
Subscriptions	25.		
Miscellaneous	100.		8,206.
President's Office			200.
Treasurer's Office			
Bookkeeping	300.		
Audit	50.		
Supplies	20.		
Postage & Telephone	30.		
Bonding	35.		435.
Publications:			
Journal (Four issues)(-$1915)			7,975.
Directory (+$300)			2,100.
Civil Rights			2,100.
Commission Reports			400.
Promotion (Regional Chairmen)	(+$200)		600.
Internship Seminar			1,500.
Consultation Program	(+$1700)		
"Big Think" NAIRO Share			800.
Miscellaneous			100.
			$40,163.

NOTE: - represents an expenditure greater than originally anticipated.

+ represents an expenditure lower than originally anticipated.

"C"

PROPOSED AUSTERITY BUDGET 1961

Anticipated Receipts - 1961	
Membership dues	$7,000.
Publications:	
Journal	3,000.
Others	500.
Conference dues	150.
	$10,650.

"D"

Anticipated Expenditures - 1961	
Journal	6,500.
Salaries:	
1/2 Time Clerk	2,000.
Bookkeeper	300.
Postage	
Stationery	
Telephone	
Travel	
Miscellaneous	
Bond	1,850.
	$10,650.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building, Philadelphia, Pa.

Statement of Receipts and Expenditures
January 1 to April 30, 1960

Anticipated Receipts - 1960

McGregor Fund (Terminal Grant)		2,500.00
Special Funds Drive		1,500.00
Interest on Savings Account		200.00
Membership Dues		
New	1,500.	
Renewals	6,500.	8,000.00
Publications		
Journal	3,000.	
Directory	3,500.	
Civil Rights Reprint	2,000.	
Other	300.	8,800.00
1960 Conference Non-Member Registrations		300.00
Total		$21,300.00

Receipts to April 30, 1960

McGregor Fund		2,500.00
Special Funds Drive		30.00
Interest on Savings Account		99.75
Membership Dues		
New	964.	
Renewals	4,305.	5,269.00
Publications		
Journal	2,606.25	
Directory	532.25	
Civil Rights Reprint	887.50	
Others	25.25	4,051.25
Gulf Oil Stock Dividend (include in interest)		104.56
Total		$12,054.56

Anticipated Expenditures - 1960

Administration (National Office)		
Salaries		
Exec. Sec'y.	10,000.	
Office Sec'y.	4,530.	
P.T. Clerical	300.	14,830.00
Employee Benefits		
Hospitalization	97.	
Social Security	320.	417.00
Office Expenses		
Hospitality	125.	
Rent	1,356.	
Equipment	250.	
Equip. Reserve	100.	
Printing	1,200.	
Post. & Mail.	1,200.	
Telephone	750.	
Office Supplies	600.	
Travel (Exec. Sec'y)	2,500.	
Subscriptions	25.	
Miscellaneous	100.	8,206.00

Expenditures to April 30, 1960

Administration (National Office)		
Salaries		
Exec. Sec'y.) Office Sec'y)	4,527.28	
P.T. Clerical	511.88	5,039.16
Employee Benefits		
Hospitalization	13.04	
Soc. Security	108.82	121.86
Office Expenses		
Hospitality	46.95	
Rent	408.32	
Equipment	238.78	
Equip. Reserve	- - -	
Printing	736.01	
Post. & Mail.	438.82	
Telephone	298.55	
Office Suppl.	317.51	
Travel (Exec. Sec'y)	1,196.03	
Subscriptions	5.00	
Miscellaneous	33.29	3,719.26

Anticipated Expenditures (cont.)		
President's Office		200.00
Treasurer's Office		
Bookkeeping	300.	
Audit	50.	
Supplies	20.	
Post.&Telephone	30.	
Bonding	35.	435.00
Journal of Intergroup Relations (4 issues)		6,060.00
Publications		
Directory of Agencies		2,400.00
Civil Rights in the Capitol		2,100.00
Commission Reports		400.00
Promotion (LOcal Activities' Regional Chairmen Allowances $100. each)		800.00
Internship Seminar		1,500.00
Consultation "Big Think" NAIRO Share		2,500.00
Miscellaneous		100.00
Total		$39,948.00

Expenditures to April 30, 1960		
President's Office		- - -
Treasurer's Office		
Bookkeeping	- -	
Audit	50.	
Supplies	- -	
Post.&Tele.	- -	
Bonding	- -	50.00
Journal		2,414.90
Publications		
Directory		2,095.00
Civil Rights in the Capitol		2,095.00
Commission Reports		- - -
Promotion Regional Chairmen		205.09
Internship Seminar		- - -
Consultation "Big Think" NAIRO Share		180.00
Miscellaneous		23.51
Total		$15,943.78

Balance on Hand January 1, 1960	$6,340.75
Receipts to April 30, 1960	12,054.56
	18,395.31
Expenditures to April 30, 1960	15,943.78
	$3,551.53
Balance on Hand April 30, 1960	
Girard Trust Company	$2,593.43
Benjamin Franklin Savings & Loan	968.10
	$3,551.53

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

REPORT OF THE EXECUTIVE SECRETARY
January-May, 1960

These have been four unusually busy months in NAIRO's life, not just for the national office and staff but in the cities and regions as well. For once, happily, self-generated regional and local activities overshadow national developments.

National Office

STAFF — We have arrived at the point where, as prophesied, the clerical work is too much for one person -- while the budget does not allow for two. Billing and processing of memberships and publications orders, plus normal office administration, now take all of Frankye Brown's time. Our part-time clerical worker, currently Mrs. Agnes Wade, is a one-woman shipping department -- 12 hours weekly, often overtime. I have been forced to send most of my dictation out for transcription by a commercial service, and the letter shop has been doing an increasing amount of our mailing.

The Treasurer's Report will certainly reflect this situation in disproportionately high expenditures for part-time staff, printing, postage and mailing services, and the transcription service. These budget allocations will have to be reviewed, and I know that I must ask that the part-time clerk be made a permanent fixture (instead of coming in "as needed") -- at $15 weekly, for 12 hours.

PUBLICATIONS — The flood of publications orders since January has been gratifying if somewhat overwhelming. Income from the Journal and Civil Rights in the Nation's Capital is rapidly approaching budget estimates; only the Directory is lagging.

Editorial Board chairman Ted Leskes will report on Journal subscriptions, but it can be "leaked" here that we had to have a second printing of Volume I, Number 1. You will have received Volume I, Number 2 (the fat special issue on "Big Think"), by the time the Board meets.

The civil rights report has been selling well, thanks largely to the efforts of the Commission chairman, Ben Segal. We have sold 3,131 copies to date, leaving some 1,869 reports on our shelves.

I think that you will be disappointed to learn that we have sold only 321 copies of the Directory. Our total was 2,500. Orders continue to trickle in, however, and it is true that many of our members still do not realize that they must purchase it.

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The long-delayed Manpower Utilization Commission report ("Guidance, Training and Apprenticeship Factors Affecting Minority Groups"), edited by Chester Gray, has been offset and distributed. It was necessary to do this through the National Office, and the total cost was $487, slightly above the $400 budget allocation.

The Membership Roster was designed, compiled and mimeographed by Frankye Brown. It was, as usual, a mammoth job -- but apparently appreciated by our members. Frankye again deserves the Board's special commendation.

Two Newsletters have been prepared and mailed since January, and a third is in process. You will notice that we had an unusually large number of enclosures with each, including the SSSP-SPSSI Joint Newsletter and the book, Race Riot, donated by its author.

OFFICE PROCEDURE — We have purchased the new manual typewriter authorized in the budget, for $12 less than the estimate. It is a sheer delight, especially since it arrived as my old Royal began its death agonies. Frankye's electric typewriter is gasping and wheezing, but should last until next year.

We changed mailing services -- with an unpleasant and unexpected addressograph plate cost of $90 -- after persistent complaints from members who felt unloved and unwanted. Our check of the plates from the old service revealed many glaring errors, confirming members' grievances and our suspicions.

Intense activity at regional and local levels, and several special mailings (Journal and membership promotion), forced us into the reprinting of NAIRO brochures and envelopes, with stationery due to follow. This will also be reflected, I fear, in the Treasurer's Report.

MEMBERSHIP — Fran Cousens' report on membership will reveal that we have recouped the losses from our annual (March) purge of two-year delinquents. We had passed 600 before that pruning of our list, but dropped to 568 afterwards.

Alma Scurlock (Washington, D.C., membership chairman) is presenting one By-Laws proposal regarding membership qualifications, and this will be discussed at the Board meeting. I will be asking for reconsideration of our present policy of carrying delinquent members for an entire year; the tendency of some of our members to pay their dues at Conferencetime notwithstanding, I want to suggest that delinquent members be dropped from the roster on July 1st of each year.

PERSONNEL REGISTRY — Our Personnel Registry has not been as active this year as last. We did post 12 openings, however, and I suspect that we may have been a little more instrumental in filling them than we were in the past. The number of members listed with the Registry increases steadily, as does the number of people who join NAIRO for this service.

The flow of mail and people-in-person requesting job information and career guidance continues unabated. Form letters have helped in many cases, but the need for personal correspondence and interviews is still enormous.

- m o r e -

Travel

PRESIDENT

Fred Routh started his presidential tour on April 16th, with visits scheduled in Seattle, Portland, San Francisco, San Jose, Los Angeles, and Denver. Helen Amerman, Louise Blackham, John Buggs, and John Binkley mapped out full schedules for all cities, and our ever-radiant president may be a mite weary when next you see him.

I hope that his presidential tour sets a precedent, with perhaps a different region singled out each year for such attention. The money, which comes from my travel fund, is certainly well-spent! The President of NAIRO would not hold that office if he were not a "man of stature" in the field, and to his office he brings experience and competence not possessed by the Executive Secretary. His is a new face, with a new message, and he will be utilized in new ways. All of these factors insure a good audience among members, potential members, and the general public. No less important is the fact that his presence, as official representative of NAIRO, counteracts the "Mr. NAIRO" image that I have tried to avoid. I commend such a tour to all presidents who follow Fred ....

EXECUTIVE SECRETARY

Since the Detroit Board meeting, I have visited Cleveland, Pittsburgh, Philadelphia, Chicago (twice), Milwaukee, Minneapolis-St. Paul, Baltimore, Washington, Boston, and Cleveland before the Board meeting -- with St. Louis, Buffalo, and Toledo already scheduled for later in the spring.

Main talking points on these visits were the "Big Think" program and the formation of NAIRO Chapters. Many of our members had laid good groundwork beforehand, and have pursued both goals energetically since then.

As I said earlier, the regional and local activity has almost overshadowed national program. At the Board meeting, you will hear reports of the Middle South Regional Conference in Washington on May 6 and the forthcoming Great Lakes Regional Conference in Toledo on June 11th and 12th. You will review Chapter charter applications (or, at least, receive definite progress reports) from NAIRO groups in: Philadelphia, Chicago, Detroit, Pittsburgh, New York City, Minneapolis-St. Paul, San Francisco, and Los Angeles. It is quite possible that Cleveland, Denver, and Boston will also be "in process."

Almost more exciting is the way in which "Big Think" has been received -- even before the special issue of the JOURNAL was published!! It is the subject of the two regional conferences reported; it is also the subject of intensive study and discussion in Philadelphia, Chicago, New York City, and possibly other localities.

Internship

INTERNSHIP PROGRAM

The Educational and Professional Training Committee plans to offer specific recommendations on the National Internship Program, but all of you are aware that it has lagged badly this year. I think that it is legitimate for me to note here that I will recommend to the EPT Committee that -- barring the receipt of one large internship grant, still

-m o r e -

barely possible -- we consider the program terminated as of July 1st. It is tragic to abandon so early an experiment that has been so successful, but it has proved to be almost impossible to secure the necessary foundation grants. Even as I make the recommendation, I have the strong feeling that circumstances and financial support will demand its resurrection at some point in the future ....

fib
April, 1960

MEMORANDUM

June 16, 1960

TO: NAIRO Regional Chairmen

FROM: Helen E. Amerman, Southwest Chairman

SUBJECT: Promotion of NAIRO Publications

The NAIRO Board, at its May meeting in Cincinnati, instructed me to tell you about the efforts in our region to promote the sale of NAIRO publications in the Southwest Region. It was their thought that you might consider a similar approach.

The Bay Area members devised the following mailing list, which we covered with $7.62 postage at 3¢ each, unsealed:

Chairman, Sociology Dept., all 4-year colleges; also Deans of Social Work and Education	114
Hillel Foundations on campuses in California	5
Librarian, public library in each city 50,000 pop. and over	27
Director, City Planning Dept. in each city 50,000 pop. and over	27
Director or Relocation Officer, Redevelopment Agencies in HHFA Region VI	26
Intergroup Relations Advisers, HHFA, PHA, FHA	4
Directors and Chairmen of Christian Social Relations, state and local Councils of Churches	51
	254

Enclosed are copies of each of the three covering letters used.

John Delury of the California FEPC prepared the basic draft which I modified for each of the various special groups; Frank Quinn's Council for Civic Unity office supervised volunteers in addressing the envelopes; Gene Block's secretary at the Jewish Community Relations Council cut the stencils and ran the letters; Harry Winton's secretary at the American Jewish Committee stuffed, stamped, and mailed the lot.

cc: Lassoe
Leskes

PRESIDENT
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

VICE-PRESIDENTS
LLOYD DAVIS
Catholic Interracial Council
Chicago, Illinois
JOSEPH MONSERRAT
Migration Division, Commonwealth of Puerto Rico Labor Department
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

BOARD OF DIRECTORS
(In addition to the officers)
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Oakland, California
ARNOLD ARONSON
National Community Relations Advisory Council
New York, New York
JOHN BINKLEY
Anti-Discrimination Commission
Denver, Colorado
*LOUISE BLACKHAM
Civic Unity Committee
Seattle, Washington
FRANCES R. COUSENS
Fair Employment Practices Commission
Detroit, Michigan
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Fair Employment Practices Commission
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Board of Community Relations
Toledo, Ohio
JOHN G. FEILD
Office of U. S. Senator Philip Hart
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HAROLD FLEMING
Southern Regional Council
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New York, New York
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Massachusetts Commission Against Discrimination
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*EMANUEL MURAVCHIK
Jewish Labor Committee
New York, New York
*PAUL RILLING
Southern Regional Council
Atlanta, Georgia
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York
*BEULAH T. WHITBY
Commission on Community Relations
Detroit, Michigan
*JOHN Y. YOSHINO
President's Committee on Government Contracts
Washington, D.C.
**NAIRO Regional Chairmen*

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

This letter sent to Director, City Planning Dept. in all cities 50,000 and over in Southwest Region and to Director or Relocation Officer of each Redevelopment Agency in HHFA Region VI - Total 57

June 16, 1960

Dear Friend:

City planning and urban renewal have an inescapable impact on the social life of the community -- especially on the housing of minorities.

For this reason I believe you will find NAIRO's quarterly Journal of Intergroup Relations a valuable source of the best current thought and experience in the field. The contributors are nationally recognized scholars and practitioners. The articles have scholarly value and are readable, interesting, and informative.

Postage rates preclude a follow-up to this mailing. Please use the enclosed flyer now to order your introductory subscription.

Sincerely yours,

Helen E. Amerman
Southwest Chairman

HEA:pl
Encl. Journal flyer
Directory flyer
NAIRO brochure to those who had not previously read.

PRESIDENT
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

VICE-PRESIDENTS
LLOYD DAVIS
Catholic Interracial Council
Chicago, Illinois
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Migration Division, Commonwealth of Puerto Rico Labor Department
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

BOARD OF DIRECTORS
(In addition to the officers)
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Redevelopment Agency
Oakland, California
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National Community Relations Advisory Council
New York, New York
JOHN BINKLEY
Anti-Discrimination Commission
Denver, Colorado
*LOUISE BLACKHAM
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Fair Employment Practices Commission
Detroit, Michigan
*LOUIS H. ERVIN
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FRANK W. FAGER
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Toledo, Ohio
JOHN G. FEILD
Office of U. S. Senator Philip Hart
Washington, D.C.
HAROLD FLEMING
Southern Regional Council
Atlanta, Georgia
MARGARET GARRITY
President's Committee on Government Contracts
Chicago, Illinois
IRVING GOLDABER
Commission on Intergroup Relations
New York, New York
ARTHUR JOHNSON
N.A.A.C.P.
Detroit, Michigan
SIDNEY LAWRENCE
Jewish Community Relations Bureau
Kansas City, Missouri
THEODORE LESKES
American Jewish Committee
New York, New York
*WADE MACKIE
American Friends Service Committee
Baton Rouge, Louisiana
MILDRED MAHONEY
Massachusetts Commission Against Discrimination
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PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

This letter sent to Chairman, Sociology Dept. of all 4-year colleges, Deans of Social Work, Directors of Hillel Foundations on 5 California campuses, Librarians of public libraries in all cities 50,000 and over in Southwest Region - total 146

June 16, 1960

Dear Friend:

A journal of scholarly value — in nontechnical language! NAIRO's quarterly Journal of Intergroup Relations contains the best current thought and experience in the field. The contributors are nationally recognized scholars and practitioners in the field. Here is a valuable tool for courses in the social sciences and for citizen action in the field of human rights.

The Journal has a wide range of interests — race relations, interreligious relations, civil rights, cultural differences — as they manifest themselves in daily life. Both scholars and laymen will find its articles readable, interesting, and informative.

Postage rates preclude a follow-up to this mailing. Please use the enclosed flyer now to order your introductory subscription.

Sincerely yours,

Helen E. Amerman
Southwest Chairman

P. S. I am also enclosing a brochure describing NAIRO and a circular on our Directory of Intergroup Relations Agencies with Paid Professional Personnel — an invaluable reference. HEA.

HEA:pl
Encl. Journal flyer
Directory flyer
NAIRO brochure

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FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

VICE-PRESIDENTS
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Chicago, Illinois
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New York, New York

SECRETARY
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Cincinnati, Ohio

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

This letter sent to directors of state and local Councils of Churches and the chairmen of their Christian Social Relations Committees in the Southwest Region - total 51

June 16, 1960

Dear Friend:

Increasingly, churchmen of all denominations are working to achieve justice for minorities and harmony among all groups in their communities.

NAIRO now offers two valuable tools for this effort: the quarterly Journal of Intergroup Relations and the Directory of Intergroup Relations Agencies with Paid Professional Personnel.

The Journal contains the best current thought and experience in the field. Its contributors are nationally recognized scholars and practitioners. It has a wide range of interests — race relations, interreligious relations, civil rights — as they manifest themselves in daily life.

The Directory is a guide to professional help on intergroup problems. Every church group should be aware of the nation's resources in this area.

Postage rates preclude a follow-up to this mailing. Please use the enclosed flyers now to place your order — and please make these publications known to the appropriate officers of the denominations represented in your Counchil of Churches.

Sincerely yours,

Helen E. Amerman
Southwest Chairman

HEA:pl
Encl. Journal flyer
Directory flyer
NAIRO brochure

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

N A I R O NEWSLETTER

April-May-June, 1960

This issue is scandalously late and unpardonably long. Pardon us for both! There is much to report this time, and we hope that you will agree that everything noted is newsworthy.

SYNOPSIS

* Crisis!! Dollar Dearth Nags NAIRO (Funds needed!)
* "What Can I Do?" (Members needed!)
* New Dues Deadline Set (July 1st is D-Day)
* 1960 Conference Plans Jell (Cincinnati or bust!)
* First NAIRO Chapters Chartered (Philadelphia, Chicago win!)
* President Routh on Tour (West Coast taken by storm!)
* NAIRO Regional Conference Launched (Two down, one to go!)
* Commission Appointments Announced (Last vacancies filled)
* Committee to survey Professional Ethics (Policy in the making!)
* 1962 Conference Site Selected (First "repeat" since 1950!)
* International Relations Committee At Work (Major project born!)
* Mail Ballot Approved for 1960 (Election procedure announced)
* Special Inquiry Proposed ("Intergroup Relations & the Public Interest")
* NAIRO Members on the Move (Thirty change jobs!)
* NAIRO Members Make News, Too. (Thirty-one in the headlines!)
* The Last Word (Odds and Addenda)

CRISIS!! DOLLAR DEARTH NAGS NAIRO

An acute financial crisis was recognized officially by NAIRO's Board of Directors at its meeting in Cincinnati late last month. "Despite the use of our carefully accumulated cash reserve, we will not have funds to operate at our present scale through 1960 -- unless we find new sources of income or can increase the revenue anticipated from existing sources," declared NAIRO president FREDERICK ROUTH.

Comparison of the budget for 1958 (NAIRO's first full year of staffed operation) with that for 1960 showed "remarkable" progress toward administrative self-support -- but also pointed up the present dilemma. In 1958, income from membership dues and publication sales accounted for less than 20% of a $30,000 budget; in 1960, the same sources are expected to produce over 40% of a budget now increased to $37,000. The difference? In 1958, administrative portions of internship grants from foundations amounted to $25,000; in 1960, to date, foundation grants have amounted to only $2,500.

To cope with the crisis and head off program cutbacks, the Board voted: (a) to initiate approaches to national intergroup relations agencies, labor unions, corporations, and individuals; (b) to step up development of pending projects that might merit foundation support; (c) to push the sale of JOURNAL subscriptions; and (d) to solicit members' help in a special membership drive.

Noted President ROUTH, "At our present rate of growth in publication sales and membership, we can expect to be self-supporting by 1964. Unfortunately, we cannot afford to grow normally, but must work now to speed up that process."

"WHAT CAN I DO?"

Every NAIRO member received a letter this month asking urgently for help in an "Each One Get One" membership drive. As noted therein, a doubled membership will (a) solve NAIRO's present financial problems, (b) move NAIRO two years' closer to self-support, and (c) increase NAIRO's voice and effectiveness as the field's professional association.

MEMBERSHIP TODAY: 642 SEPTEMBER 1 GOAL: 1,284

WILL YOU ENROLL YOUR NEW MEMBER(S) TODAY????????

* * *

Second major growth area is that of subscriptions to THE JOURNAL OF INTERGROUP RELATIONS. NAIRO's subsidy will amount to $7,975 in 1960; income to date from non-member subscriptions and sales is less than $3,000. (A subscription to the JOURNAL is included in membership dues.) NAIRO members are urged to encourage libraries, schools and colleges, agencies, Board members and other interested individuals, and community institutions to subscribe now to the JOURNAL at $6.00 per year. (On request, subscriptions will begin with Volume I, Number 1.)

SUBSCRIBERS TODAY: 275 SEPTEMBER 1 GOAL: 1,100

WILL YOU GET YOUR NEW SUBSCRIBERS TODAY????????

Note: Members joining now will receive copies of all NAIRO publications issued in 1960, including the first two issues of the JOURNAL. ./.

NEW DUES DEADLINE SET

In a move independent of the financial crisis but likely to effect some needed economies, the Board voted to establish a new dues deadline. Effective this year, members who have not paid current dues by July 1st will be dropped from the membership roster and mailing list.

(Until the Board took this action, delinquent members were carried for fifteen months! Some, for example, who had last paid dues in 1958 were not dropped until March of 1960. In many cases, these members had no intention of renewing their memberships, but had never indicated this and had never resigned. The new deadline was recommended to the Board by Membership Chairman FRANCES COUSENS and by the executive secretary.)

IF YOU HAVE NOT YET PAID 1960 DUES, YOU RECENTLY RECEIVED A WARNING LETTER AND A BILL. PLEASE ACT NOW TO AVOID INTERRUPTION OF YOUR MEMBERSHIP, YOUR JOURNAL SUBSCRIPTION, AND OTHER MAILINGS!

1960 CONFERENCE PLANS JELL

Said a NAIRO Board member to VIRGINIA COFFEY (Mayor's Friendly Relations Committee, Cincinnati), 1960 Conference Chairman, "Say, where is this year's meeting being held?"

Replied the shocked Conference Chairman:

"CINCINNATI, OHIO! NETHERLAND HILTON HOTEL!! NOVEMBER 15-18th!!!"

(Members, please take note! An early July mailing will bring further details....)

* * * * *

Meanwhile, back in New York, DAVID DANZIG (American Jewish Committee), 1960 Conference Program Chairman, announced his committee's choice of theme and major topics. Speakers are now being invited.

Theme: Intergroup Relations in the Changing World...Nation...Community.

Major Topics: The Changing Status of Racial Groups
The Changing Status of Religious Groups
The Changing Practice of Intergroup Relations
The Changing City

Also scheduled: discussion groups around major topics; Commission and Department meetings; a special event; the Banquet, with major speaker; business meetings; the President's Reception. Details will follow.

FIRST NAIRO CHAPTERS CHARTERED

To Philadelphia and Chicago went the honor of qualifying for the first official NAIRO Chapter charters, granted by the Board at its Cincinnati meeting. Probably NAIRO's oldest and most active groups, both qualified by presenting - in writing - definition of their Chapter area, a set of local By-Laws, and the signatures of a minimum of five (5) charter members.

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HAROLD W. MC COO (Parkside Community Branch YMCA) chairs the Philadelphia Chapter, and RAPHAEL O. LEWIS (Chicago Urban League) is chairman of the Chicago Chapter.

Reported at various stages of organization are potential Chapters in: Detroit, New York, Pittsburgh, San Francisco, Boston, Los Angeles, and Minneapolis-St. Paul. Local professional groups in several other communities are considering application for NAIRO Chapter status.

PRESIDENT ROUTH ON TOUR

President ROUTH set precedent for future NAIRO executives with a presidential tour of the West Coast this spring. His two-week, 5,000-mile trip covered Seattle, Portland, Denver, San Francisco, and Los Angeles -- with sixteen speeches and countless informal talks en route. New members, new friends, and extensive publicity for NAIRO followed in his wake.

Tour plans were made by Southwest Regional Chairman HELEN E. AMERMAN (Oakland Redevelopment Agency) and Northwest Regional Chairman LOUISE BLACKHAM (Seattle Civic Unity Committee), with the energetic help of JOHN BINKLEY (Colorado Anti-Discrimination Commission, Denver) and JOHN BUGGS (Los Angeles County Commission on Human Relations).

NAIRO REGIONAL CONFERENCES LAUNCHED

Eighty key professionals turned out for the Middle South regional conference on May 6 at the Willard Hotel in Washington, D.C. Under the theme, "Forward to Full Citizenship: What Are Your Next Steps?," participants from the District and five states heard and discussed speeches by HERMAN LONG (Race Relations Department, Fisk University), Dumont Kenny (National Conference of Christians and Jews, New York City), HAROLD FLEMING (Southern Regional Council, Atlanta), and Raymond Larson (U.S. Department of Labor).

> Correction: Conference Chairman SAMUEL B. DANLEY was identified erroneously in the last NEWSLETTER; he is an Organization and Methods Analyst in the U. S. Department of Labor.

Another eighty professional workers gathered from six states for the Great Lakes regional conference at the University of Toledo on June 11th and 12th. "Decade Ahead" talks by FREDERICK ROUTH (Michigan FEPC), SHELTON GRANGER (Cleveland Urban League), Clifford Campbell (Deputy Commissioner, Chicago Department of City Planning), Philip Jacobson (National Community Relations Advisory Council), the Rev. C. Umhau Wolf (St. Paul's Lutheran Church, Toledo), and Dr. Gordon Zahn (Loyola University, Chicago) drew stimulated discussion.

> ABRAHAM CITRON (Jewish Community Council, Detroit) was Conference Chairman; subcommittees were headed by CHARLES LIVERMORE (Chicago Commission on Youth Welfare), FRANK W. FAGER (Toledo Board of Community Relations), MARGARET GARRITY (President's Committee on Government Contracts), WALTER R. GREENE, JR. (Michigan FEPC), and SAMUEL J. SIMMONS (Michigan Labor Mediation Board).

> Delegates voted to hold the second Great Lakes regional conference at the Merrill-Palmer School in Detroit, in June, 1961. ./.

Meanwhile, from WADE MACKIE (American Friends Service Committee, Baton Rouge), Regional Chairman, comes word of plans for a South Central regional conference in Little Rock next November.

Northeast Regional Chairman EMANUEL MURAVCHIK (Jewish Labor Committee) reports formation of a regional Committee on Fundamental Issues. First two meetings in New York City were devoted to a discussion of issues underlying "benign quotas" and were based on a paper prepared by Dr. DAN DODSON (New York University Center for Human Relations).

COMMISSION APPOINTMENTS ANNOUNCED

* NAIRO's Commission on Manpower Utilization will be headed by Dr. JOHN HOPE, II (Race Relations Department, Fisk University, Nashville).

* NAIRO's Commission on Interreligious Relations will be chaired by the Rev. Will Campbell (Race Relations Department, National Council of Churches, Nashville).

COMMITTEE TO SURVEY PROFESSIONAL ETHICS

The Board has named a special committee to survey and study the entire question of professional ethics and standards as they relate to professional status, reputation, livelihood, and job tenure. The new body was instructed to report to the Board with recommendations of areas in which NAIRO should take an active interest, of governing policy, and of procedure.

JOHN MORSELL (NAACP, New York City) will chair the committee. Named as members were: JOSEPH MONSERRAT (Commonwealth of Puerto Rico Migration Division, New York City), LOUIS RADELET (NCCJ, New York), PAUL KLEIN, IRVING GOLDABER (New York City Commission on Intergroup Relations), and THEODORE LESKES (American Jewish Committee).

Action grew out of continuing complaints of violation of professional ethics or standards, or both, in job dismissals and appointments. Lacking both policy and procedure to govern investigation and action in such cases, NAIRO has been unable to deal with these.

1962 CONFERENCE SITE SELECTED

The Board of Directors accepted the invitation of Washington, D.C. to hold NAIRO's Sixteenth Annual Conference in that city, in November, 1962. The bid was submitted by DAVID SAWYER (Commissioners' Council on Human Relations), on behalf of the District Commissioners and of local professionals.

(As voted and announced last year, the 1961 Conference will be held in San Francisco. Dates: November 7-10, 1961).

INTERNATIONAL RELATIONS COMMITTEE AT WORK

NAIRO's Committee on International Relations has proposed a year-long survey of intergroup relations tensions, problems, and approaches throughout the world. The final report would be given wide circulation here and abroad, and would form the basis for

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an international conference on intergroup relations work, projected for 1963. If the project receives NAIRO Board approval, the Committee will seek foundation support.

FRANK LOESCHER (U.S.-South Africa Leadership Exchange Program) chairs the committee, with the following members: ARNOLD ARONSON (National Community Relations Advisory Council), EDWARD RUTLEDGE (New York SCAD), DAVID DANZIG (American Jewish Committee), MARGARET GARRITY (President's Committee on Government Contracts), WILLIAM GREMLEY (Cleveland Community Relations Board), JOSEPH MONSERRAT (Commonwealth of Puerto Rico Migration Division), JAMES MADISON (National Recreation Association), Max Wolff (Commonwealth of Puerto Rico Migration Division), and Tartt Bell (American Friends Service Committee).

MAIL BALLOT APPROVED FOR 1960

Election of officers, directors, and Nominating Committee will again be conducted by mail ballot in 1960. The Board voted acceptance of the mail ballot recommendation presented by Nominating Committee chairman BOOKER T. MC GRAW (Housing and Home Finance Agency, Washington, D.C.).

Following procedure instituted last year, the Nominating Committee will circulate its official slate in early September. Opportunity will then be given for nomination by petition (signed by any three members in good standing) of additional candidates. Official ballots will be mailed out in early October, and results will be announced at the meeting in Cincinnati.

SPECIAL INQUIRY PROPOSED

An inquiry into "Intergroup Relations and the Public Interest" has been proposed to the NAIRO Board by the Special Interdisciplinary Committee headed by Dr. EDWARD OLSEN (NCCJ, Chicago). As outlined, the year-long survey would follow lines developed by Dr. Wayne A.R. Leys (Dean of the Graduate Division, Roosevelt University, Chicago) in a recent Rockefeller Foundation project, "Philosophy and the Public Interest."

Focus would be on the interrelationship of majority, minority, and individual rights -- in the intergroup relations context -- and on some of the specific questions raised by the expanding regulatory role of government in the area of civil rights ("Is there any conflict between civil rights laws and individual civil liberties?").

The Board will consider the proposal at its September 16-17 meeting.

NAIRO MEMBERS ON THE MOVE

MARGARET GARRITY became executive director of the President's Committee on Government Contracts on June 5th, moving to Washington, D.C., to fill the post vacated some months ago by JACOB SEIDENBERG (now a private consultant). Maggie, who is immediate past president of NAIRO, had been Midwest Regional Director of PCGC since 1957.

PERCY WILLIAMS has been named as acting Midwest Regional Director of the President's Committee on Government Contracts, succeeding MARGARET GARRITY, under whom he had served as assistant.

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JOHN MC DERMOTT will become executive director of the Catholic Interracial Council of Chicago in September -- upon his return from Nigeria! John, employed most recently by the Federal Housing Administration, has just completed a semester's sojourn at Brandeis University, where he held one of the coveted Lasker Fellowships in Civil Rights and Civil Liberties.

Other Lasker Fellows this year included WALTER CARRINGTON (Massachusetts Commission Against Discrimination) and LEWIS DEER (United Christian Missionary Society).

Edward A. Marciniak has been named as executive director of the Chicago Commission on Human Relations, a post vacant since the death of FRANCIS MC PEEK nineteen months ago. Ed, long-time director of the Catholic Council on Working Life, was one of the founders of the Chicago Council Against Racial and Religious Discrimination.

WILLIAM KARP has left his post as director of Chicago's Bureau on Jewish Employment Problems, may now be reached at home: 1150 Lake Shore Drive, Chicago.

LLOYD DAVIS, who left the Chicago Catholic Interracial Council staff earlier this year, is now an intergroup relations specialist for the Urban Renewal Administration (HHFA). Lloyd operates out of Chicago and is responsible for the ten midwestern states that constitute Region IV.

ALBERT NELLUM, formerly another Chicago Catholic Interracial Council staffer, is now working for the Chicago Commission on Youth Services.

HAL FREEMAN has joined the Chicago Commission on Human Relations staff, with responsibility for intergroup relations matters involving hospitals.

PHILIP WINKFIELD has been named as executive director of the Denver Commission on Community Relations, replacing HELEN BURKE (now retired). Phil was formerly associate director of the Denver Urban League.

ALEXANDER J. ALLEN is the new associate director of the National Urban League, filling a spot vacant since the death of R. MAURICE MOSS. Joe had until recently served as the League's Special Projects Director, while on leave from his job as director of the Pittsburgh Urban League.

ROBERT T. ADAMS is the new executive director of the Kansas City Commission on Human Relations, coming to the post from the active ministry (United Church of Christ) in Buffalo.

EDWARD E. SHELTON has assumed his duties as executive director of the Des Moines Commission on Human Rights, coming to the post from the Pennsylvania Fair Employment Practice Commission (Pittsburgh).

SANFORD KAHN has joined the staff of the Philadelphia Commission on Human Relations as a field representative.

EVELYN MERSON left the New York City Commission on Intergroup Relations this winter to become Mrs. IDELSON, is now living in Washington, D. C.

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ROBERT CLAYTON, late of the New York City Commission on Intergroup Relations, is now employed by the United Housing Foundation (New York City builders of non-profit co-operatives).

JOSEPH MONSERRAT has been named as national director of the Commonwealth of Puerto Rico Migration Division, replacing CLARENCE SENIOR. Joe, one of NAIRO's vice-presidents, had served for years as the director of the Division's New York office; he will be succeeded there by Ralph Rosas, presently on the staff of the N.Y.C. Commission on Intergroup Relations.

CLARENCE SENIOR is currently engaged in a study of migration and urbanization for the American Society of Planning Officials.

ANTHONY VEGA has moved from the Commonwealth of Puerto Rico Migration Division's Mid-west Regional office (Chicago) to its Delaware Valley Area office (Camden, New Jersey).

CORIENNE MORROW has left the staff of the N.Y.C. Commission on Intergroup Relations.

IRVING FERMAN resigned on June 1st as executive vice-chairman of the President's Committee on Government Contracts, to become vice-president of the International Latex Corporation.

GEORGE and EUNICE GRIER have left their research posts with the New York State Commission Against Discrimination, will now do independent research, writing and consultant work.

AARON ANTONOVSKY, currently studying in Iran as a Fulbright Fellow, has resigned officially as research director of New York SCAD; he had been on leave of absence until this month.

RICHARD DOWDY, formerly of the Pittsburgh Urban League, has been working for some months as human relations adviser to the City of New Haven (primarily in urban renewal and relocation).

WILL MASLOW is acting executive director of the American Jewish Congress, replacing Isaac Toubin (who is now executive director of the American Association for Jewish Education).

BERNICE COFER has left her post as secretary of the Department of Christian Friendliness, American Baptist Home Mission Societies.

RICHARD SHAPIRO has moved from the #2 spot in the Anti-Defamation League's New Jersey Regional Office to the same role in the Southeastern Regional Office (Atlanta).

IRVING KORNBLIET has been named as assistant to the Chairman of the New York State Commission Against Discrimination.

WILLIAM DOUTHIT, formerly industrial relations secretary of the St. Louis Urban League, is now executive director of the Oklahoma City Urban League.

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Dr. FRANK LEE has left his position at the University of California and can be reached at Box 231, Cold Spring Harbor, Long Island New York.

NAIRO MEMBERS MAKE THE NEWS, TOO.

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*                                       *
*  With deep regret, we announce the    *
*  death on May 31st of BORIS JOFFE,    *
*  long-time executive director of the  *
*  Jewish Community Council of Metro-   *
*  politan Detroit.                     *
*                                       *
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HAROLD LETT (NCCJ, Washington, D.C.) received the honorary degree of Doctor of Humane Letters (L.H.D.) from Rutgers University on June 8th.

Student member MELBA INGRAM (New York University) will marry Charles Taylor on August 31st.

JOHN RIORDAN (executive secretary, San Francisco Commission on Equal Employment Opportunity) passed the California bar examination this spring.

MARSHALL BRAGDON (Mayor's Friendly Relations Committee, Cincinnati) was honored by Wesleyan University, Connecticut, on June 11th. He was one of three to receive the Distinguished Alumnus Award for "unusual or dedicated service to the community, state, national or world." Marsh was also asked to present a paper at the Alumni-Faculty Seminar this year.

JACOB WITTNER (New York SCAD) is teaching a summer course on "Civil Rights Legislation" at The New School in New York City.

ROLAND SAWYER (United Steelworkers of America, Pittsburgh) will act as Fair Housing Campaign Director for the Pennsylvania Equal Rights Committee this year.

GEORGE and EUNICE GRIER are twice in print this season: "Privately Developed Interracial Housing," a volume in the Commission on Race and Housing series (University of California Press, $6.00), and "Discrimination in Housing: A Handbook of Fact," one of the Freedom pamphlet series (Anti-Defamation League, 50¢). George and Eunice were profiled in "House & Home" this March, just after publication of their book.

JOHN HOPE, II (Race Relations Department, Fisk University) has an important chapter on "The Problem of Unemployment As It Relates to Negroes" in the recent publication, "Studies In Unemployment," issued by the U.S. Senate Special Committee on Unemployment Problems.

ALEXANDER J. ALLEN (National Urban League) has, since the last NEWSLETTER, become the father of a baby daughter.

FREDERICK ROUTH (Michigan FEPC) has been named to a new Advisory Committee on Intergroup Relations in the Episcopal Church. (Other members: Thurgood Marshall, ./.

Kenneth Clark, Dr. Thomas Pettigrew, and the Rev. Will Campbell.)

ROBERT GREENE (American Jewish Committee, Washington, D.C.) will marry on July 3rd, culmination of a Brandeis University campus romance launched while Bob was a Lasker Fellow there in 1959.

RONALD STEWART (Chicago Urban League) married Miss Roma Jones in mid-May.

ALVIN PREJEAN (Chicago Urban League) married Miss Clarice Laurence this spring.

WILLIAM GREMLEY (Cleveland Community Relations Board) has been elected to a three-year term as Trustee of the Nationalities Services Center.

RAPHAEL O. LEWIS (Chicago Urban League) received a Master's degree in Economics from the Illinois Institute of Technology this winter.

WADE MACKIE (American Friends Service Committee, Baton Rouge) was the Louisiana Civil Liberties Union delegate to the ACLU Biennial Conference in Chicago this April.

CARL BRADEN (Southern Conference Educational Fund) won a round in his struggle with the House Committee on Un-American Activities when the U.S. Supreme Court agreed, in April, to hear his appeal seeking reversal of a year's sentence for contempt of Congress.

Presently serving on the Board of Directors of the National Catholic Conference for Interracial Justice (and overlooked in the last NEWSLETTER) are: DENNIS CLARK (Philadelphia Commission on Human Relations), LLOYD DAVIS (Urban Renewal Administration, Chicago), GEORGE K. HUNTON (Catholic Interracial Council, New York), MILDRED H. MAHONEY (Massachusetts Commission Against Discrimination), and FRANCIS C. SHANE (United Steelworkers of America, Pittsburgh). The NCCIJ will meet in St. Louis on August 25-27th.

Bound for Europe this summer on work or for pleasure, or both: THELMA BABBITT (American Friends Service Committee, Little Rock); DAVID DANZIG (American Jewish Committee, New York); the Rev. TRAFFORD P. MAHER, S.J. (St. Louis University Human Relations Center).

REGINALD A. JOHNSON (National Urban League) and ROBERT HALE (Syracuse Office of Urban Renewal) served as chairman and co-chairman, respectively, of the Urban Community Planning Workshop at the 16th Annual Institute of Community Leadership in Albany this month.

Fisk University's 17th Annual Institute of Race Relations, now underway, will hear among others: ROBERT B. JOHNSON (Field Foundation, New York), HELEN PETERSON (National Congress of American Indians), and J. OSCAR LEE (Race Relations Dept., National Council of Churches).

Frank Horne (N.Y.C. Commission on Intergroup Relations) is recuperating after a stroke several weeks ago. Progress reports are good! (Frank may be addressed now at: New York State Rehabilitation Center, West Haverstraw, New York).

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THOMAS L. SANDERS, formerly executive secretary of the Carver Branch YMCA in Trenton, New Jersey, is now Intergroup Relations Specialist of the Housing and Home Finance Agency in Region II, Philadelphia.

Word has come to us from California that a Catholic Interracial Council has been organized in San Francisco. We note that among its officers are JOHN DELURY (California Fair Employment Practices Commission), Second Vice-President of CIC, and JOHN RIORDAN (San Francisco Commission on Equal Employment Opportunity), Third Vice-President of CIC.

ANSEL P. SIMPSON, formerly Professor of Sociology at the University of Missouri, will assume new duties as Associate Professor of Social Science at the Elizabeth City State Teachers College in Missouri.

SAMUEL SPIEGLER, the capable editor of our JOURNAL, has undergone an eye operation and will convalesce in San Juan, Puerto Rico.

THE LAST WORD

A sample copy of a new magazine, CURRENT, is enclosed for your information. NAIRO endorses no publications (except its own noteworthy JOURNAL OF INTERGROUP RELATIONS), but we thought that you would want to know about this new venture. Material of intergroup interest may be found on pp. 47-50.

NAIRO vacations will be abbreviated during the present crisis, but the executive secretary will be hard-to-find between June 27-July 4 and August 13-21. FRANKYE BROWN will take her vacation in odd days this summer and scattered weeks this fall and winter.

* * * * *

POLITICAL NEWS NOTE: Your Executive Secretary will gratefully receive 1960 additions to his collection of political campaign buttons. Presidential pins will be plentiful, but those issued for state or local candidates are rarer and harder to come by.

fib
NAIRO
July, 1960

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

27 July 1960

TO: Membership Committee
Regional Chairmen
Local Chairmen
NAIRO Stalwarts

FROM: John V.P. Lassoe, Jr.

SUBJECT: Dropping Members

The NAIRO members named on the attached list are perilously close to being dropped from our roster and mailing list. They have not yet paid 1960 dues.

Will you do everything in your power to encourage those in your region or city to pay this $15 immediately, so that we can continue to serve them without interruption?

At its meeting in Cincinnati in May, the Board voted to drop those members who had not paid 1960 dues by July 1st. Since this is a new policy (NAIRO had been carrying delinquent members for as long as 15 months!), the Board asked that every possible effort be made to secure this payment.

Each delinquent member received a bill and letter in early June. The letter explained the new policy and also stressed NAIRO's need for immediate cash. Some persons responded quickly (see NOTICE attached).

Another reminder appears in the current Newsletter - - and in a special mailing to follow shortly.

A final "pay or be dropped" letter will go to each delinquent about a week after you receive this list. On or about August 15, we will be forced to take the sad and drastic step of dropping the non-respondents....

It is certain that some will not renew, for a variety of reasons. Others, on the other hand, have simply procrastinated or overlooked the first warning. Still others may be on vacation, even abroad. A few may be delayed by agency red tape. In any event, we want to be very sure that all have ample opportunity to keep their NAIRO membership in force.

Will you do what you can to encourage those in your area to pay now??

fib
Enclosures

SOUTHEAST REGION

Mr. Paul M. Rilling
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Jon Schaumann!

PRESIDENT
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

VICE-PRESIDENTS
LLOYD DAVIS
Catholic Interracial Council
Chicago, Illinois
JOSEPH MONSERRAT
Migration Division, Commonwealth of Puerto Rico Labor Department
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

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(In addition to the officers)
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ARNOLD ARONSON
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JOHN BINKLEY
Anti-Discrimination Commission
Denver, Colorado
*LOUISE BLACKHAM
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New York, New York
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Jewish Labor Committee
New York, New York
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State Commission Against Discrimination
New York, New York
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Commission on Community Relations
Detroit, Michigan
*JOHN Y. YOSHINO
President's Committee on Government Contracts
Washington, D.C.
*NAIRO Regional Chairmen

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

1 August 1960

Dear Paul:

We have not yet received your 1960 dues and we are nearing the final deadline for payment.

I am afraid that we must drop from the roster and mailing list all those who have not paid current dues by August 15th.

Fred Routh's letter of June 1st explained the Board's decision to drop delinquent members on July 1st. Since this is a new policy and since we thought that some members might be on vacation or field trips, we extended that deadline. I am now forced to give you what amounts to final warning.

NAIRO needs you and wants to continue to serve you.

Won't you send us your check for $15 today?

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Come, come, Board member!

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

Treasurer's Office: Commission on Human Relations
800 Commercial Trust Building
16 South Broad Street
Philadelphia 2, Pennsylvania

MEMORANDUM

August 3, 1960

TO : Board of Directors

FROM : Burton I. Gordin, Treasurer

SUBJECT: Financial Projection - August 1 to September 16, 1960

Attached is a report of our current financial status which will be helpful to you at the Board meeting next month in Philadelphia when we will consider whether we can continue to maintain our national office.

From my conversations with John Lassoe, I would gather that there is reason for some optimism that we may receive enough money from our current appeal to see us through 1960 at the level of current operating expenses.

We should have a clearer financial picture when we meet September 16-17.

BIG:mj
Enclosure

Treasurer's Office

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building
Philadelphia 2, Pennsylvania

August 3, 1960

Financial Projection - August 1 to September 16, 1960

A.	Cash on Hand			
	Checking Account		$ 722.74	
	Severance Pay Reserve Account		968.10	$ 1,690.84
B.	Firmly Anticipated Income			
	Sale of remaining Gulf Oil Stock		4,941.09	
	Refund of Air Travel Deposit		425.00	$ 5,366.09
C.	Bills Outstanding - August 1, 1960			$ 1,384.18
D.	Anticipated Expenses August 1 to September 16			
	National Office			
	Salaries	1,833.01		
	Hospitalization	58.04		
	Social Security	17.55		
	Rent	116.68		
	Telephone	50.00		
	Postage	50.00		
	Office Sup.) Hospitality) Misc.)	25.00	$ 2,150.28	
	Treasurers Office		50.00	
	Presidents Office		-- --	
	Journal		-- --	
	Publications		-- --	
	Promotion (Reg.Chairmen)		-- --	
	Internship Seminar		-- --	$ 2,200.28
E.	Anticipated Balance on September 16 (Not including Severance Pay Reserve)			$ 2,504.37

Note: 1. The National office has two revolving funds (Travel $200.00, Office $250.) for which reimbursement requests have not been received for the month of July.

2. The foregoing projection makes no estimate of income from Dues or the sale of publications for the period August 1 to Sept. 16. In the normal course of events several hundred dollars can be anticipated from these sources.

3. We need an estimated minimum of approximately $2,500 a month to operate with our national office.

MEMORANDUM

TO: National Membership Committee

FROM: Frances Cousens, Chairman

SUBJ: Proposed Recommendations

DATE: August 3, 1960

Several suggestions made at the last Board Meeting have been referred to our Committee with the request that we submit recommendations to the next meeting of the Board of Directors on September 16-17.

Please consider carefully all the suggestions and indicate your opinion on the form which is provided. I will then coordinate the results of this poll and prepare the recommendations for Board consideration. You will receive a copy of the recommendations prior to the Board meeting.

1. A proposal to add a fourth category of membership was submitted to the Board at its last meeting by Mrs. Alma Scurlock of the Washington, D.C. Commission and recently named recruiter for the D. C. area.

2. The finance committee suggests that we consider a sliding dues scale based on salary levels. If you approve of this arrangement, please indicate what categories should be established, ie. salary range -- annual dues. You probably know that there is precedent for such an arrangement in many other professional organizations and societies including the Bar Association and the Teachers Federations, among others. The method of determining such a scale will require careful analysis and discussion by the Board and, for this reason, I am anxious to obtain your reaction to this suggestion.

3. A plan to change the billing date of annual dues from the present system whereby all members are billed as of January 1 of each year to the individual billing system whereby dues are to be paid on each anniversary of the date of joining. You should know that the latter system has been discussed with both John Lassoe and Frankye Brown who feel

that although this will entail some extra work for the national office, that it can be done. The suggested two dollars ($2) "service charge" will hopefully encourage members to pay their dues within the period of grace, thereby precluding the extra work of deleting names from the roster and then re-entering them.

4. Awarding prizes for recruiting members is a plan which is used in many voluntary associations. Please indicate whether you favor such a plan at all, whether you approve of the prize suggested or if you have an alternative suggestion.

It is very important that I hear from you immediately on all these matters. Please return the opinionaire and any additional suggestions you wish submitted to the Board for their consideration no later than August 29 so I will have sufficient time to analyze the responses, prepare the recommendations and let you know the results before the Board meeting.

I shall greatly appreciate your cooperation.

FRC:jer

Fair Employment Practices Commission
900 Cadillac Square Building
Detroit 26, Michigan

Suggested Changes in By-Laws of the

National Association of Intergroup Relations Officials

March 28, 1960

ARTICLE IV - MEMBERSHIP

A. Membership shall be limited to individuals and shall be of four classes:

1. Active: Any person primarily engaged in a professional staff capacity, whether salaried or volunteer; or any person recognized as an authority in the field of intergroup relations or its related areas.

2. Associate: Any person serving as a member of the governing board of any agency or commission; or otherwise engaged in the intergroup relations work of an agency or commission related to this field.

3. Participating: Any person, subscribing to the basic objectives and program of the Association, who does not fall into one of the three other categories.

4. Student: Any person enrolled in a recognized college or university with the intention of entering the field of intergroup relations or the social sciences.

B. The Board of Directors shall have authority over admission to membership in NAIRO, but may delegate to the Membership Committee, or its Chairman, or to the Executive Secretary, the power to receive and act upon applications for active membership, provided that such delegatees shall, wherever feasible, consult with active NAIRO members in the area from which the application is received. Subject to review by the membership at the annual business meeting, the Board of Directors may suspend or remove from membership, after opportunity for hearings and fair notice thereof, any person whose conduct is deemed harmful to NAIRO.

ARTICLE V - DUTIES AND PRIVILEGES OF MEMBW

ARTICLE V - DUTIES AND PRIVILIGES OF MEMBERSHIP

A. The Association shall establish and maintain a schedule of annual dues and fees for the four classes of membership:

1. Each Active member shall be entitled to: vote at any membership meeting; hold office; participate in conferences; serve, by appointment, on committees; receive all regular and special information services; and utilize the services of the Personnel Exchange and such other special services as shall be determined by the Board.

2. Each Associate member shall be entitled to: participate in conferences; serve, by appointment, on committees; and receive all regular information services.

3. Each Participating member shall be entitled to receive information services (except the Journal of Intergroup Relations) and to participate in conferences.

4. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Association.

5. Any organization or agency may subscribe to the regular informational services of the Association. Special information or other services may be rendered upon request, with or without charge, as the Board of Directors may determine.

B. Any person having qualified for membership in the Association shall be eligible for renewal of membership in his particular category (except students who shall have completed their studies ar are no longer in school) even when working on jobs not specifically related to the field of intergroup relations; provided such person shall either demonstrate interest in the field through continuing volunteer participation in intergroup relations, or shall remain away from active professional intergroup relations employment for a period not to exceed three years.

MISCELLANEOUS RECOMMENDATIONS

SCHEDULE OF DUES

1. Active members will pay dues of $15.00 per year.

2. Associate Members will pay dues of $15.00 per year.

3. Participating Members will pay dues of $5.00 per year.

4. Student Members will pay dues of $5.00 per year.

DUES PAYMENTS

1. Dues for the first year will be paid at the time a member joins the Association and on each anniversary of that date thereafter.

2. Members who are in arrears for a period of six months will be dropped from the membership roster.

3. A delinquent member who is dropped from the membership roster can renew his membership upon payment of one year's dues ($15.00) plus an additional sum of $2.00, or a total of $17.00.

PRIZES FOR MEMBERSHIP RECRUITMENT:

1. The member who recruits the greatest number of new members in the one-year period between national conferences shall be entitled to a prize which will consist of the travel expenses to the site of the next national conference.

2. The local chapter which shows the greatest increase of new members in the one-year period between national conferences shall be entitled to select one of its members to receive a prize which will consist of the travel expenses to the site of the next national conference.

SLIDING DUES SCALE FOR ACTIVE MEMBERS

Although the dues schedule for Associate, Participating and Student members shall remain constant, a sliding dues scale shall be established for Active members and shall be based on professional salary.

Discrete categories will be established for each salary range and dues determined for each salary category. Upon joining the Association, a member will indicate his salary range; when a member's salary category is changed either in the same agency or by joining the staff of another agency, he will so inform the national office. This information will be held confidential and will not be released to anyone other than the staff of the national office; however quantitative information, bearing no names, can be compiled and released when the need arises.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

NAIRO MEMBERSHIP:
CATEGORIES, ROLES, DUES, SERVICES, RECRUITMENT

At its meeting in Cincinnati on May 20-21, the NAIRO Board of Directors discussed a variety of proposals regarding membership categories, the dues scale, and membership roles. They asked the Membership Committee to consider these and to submit recommendations at the September 16-17 Board meeting.

The most detailed proposal was submitted by Mrs. Alma Scurlock, ~~is attached~~. In essence, it proposes division of members into four categories:

(a) Active: professionals in this or related fields.
(b) Associate: Board members or volunteers in intergroup relations agencies.
(c) Participating: all others who subscribe to NAIRO objectives.
(d) Student: enrolled students preparing for intergroup relations work or the social sciences.

Services would remain unchanged, although the new category (Participating) would not be entitled to receive THE JOURNAL OF INTERGROUP RELATIONS.

Not included in the proposed By-Laws change (above), but urged by Mrs. Scurlock, was a reduction in Associate dues (to unspecified amount) and establishment of $5 dues for Participating members. Her letter, also attached, outlines her reasons.

The Finance Committee, in discussing various means of solving the NAIRO financial plight, asked consideration of "a sliding scale of dues based on salaries so that better paid members could pay more. Dues could start at $10 and, in $5 multiples, could go to $25.00."

In Board discussion, there was some support for the separation of non-professionals from professionals into two or more categories, but no clear consensus. Some feared that this would make non-professionals feel unwanted ("second class citizens," in effect), and others did not want to so stress NAIRO's professionalism. Others suggested that non-professionals might be served better in a separate category, expressing the feeling that NAIRO was after all a professional association. The question was again raised: do we really want non-professional members? if so, how do we get them and keep them?

NOTE: In the March 1 tabulation of members, just over 100 of the 522 Active members were Board or Commission members.

In Board discussion, there was little or no support for the proposal to reduce dues for Board or Commission members, regardless of the category in which they were placed. Some felt that most Board or Commission members were better able, if less likely, to pay the $15 dues than the professionals. There was no real discussion of the Participating membership category, although one or two wondered what these members would get (and appreciate) if they did not receive the JOURNAL. At least one person, perhaps after the meeting, suggested a $10 membership category (unnamed) that would entitle the person to the JOURNAL and special publications, but NOT to the Personnel Registry, Newsletter or other professional services.

NAIRO MEMBERSHIP (2)

In Board discussion, no support was heard for the suggested sliding dues scale based on professional salary. One or two did feel that professional dues could be higher than $15, but others felt that, for some, this figure was already too high.

In private conversation, Harold Murray of the American Jewish Committee suggested that laymen be recruited — perhaps as a special council or committee or auxiliary, but not as Actual NAIRO members — to help undergird professional development by creating a public image of the prefession and by raising funds for NAIRO. Dues for this category should be $25, in return for such minimal services as the JOURNAL, an occasional (special) newsletter, and perhaps occasional special meetings. These would be, in effect, the "Friends of NAIRO." Their participation would help NAIR in publicity and finances, and would help the field by developing among the public and among these same laymen a better understanding of the profession and the professional.

NOTE: In line with discussion of professional and non-professional dues structure, it might be noted that the American Society for Public Administration has the following scale: senior member, $8; sustaining member ("indicating special interest in the Society"), $15; junior member (28 years or under), $4; student member, $4. ASPA charges members, albeit at a lower rate than non-members, for some of its services and regular and special publications, however.

Generalizing, it might be said that non-professional members have a higher "mortality" rate than professional members, although there are some who have belonged to NAIRO for years. Many join when they attend an Annual Conference, especially one in their own city. Others join because their agency (usually small, unstaffed FEPC's) pays their dues. Still others respond to a special plea from their staff person.

For most non-professional members, the major NAIRO service or activity seems to be the JOURNAL and an occasional Annual Conference. A few participate in local Chapter activities, and a few have commented favorably on the Newsletter. I judge that most feel, however, that they are supporting NAIRO rather than participating in it.

Special mention must be made of a substantial if shifting category among non-professionals: those, not students, who join NAIRO to take advantage of the Personnel Registry — those in other words who see NAIRO as a path to a career in intergroup relations. (Many students join, of course, for the same reason.)

It seems helpful to recap NAIRO's services and publications, available to all members (Active, Associate, Student) automatically or on request:

(1) THE JOURNAL OF INTERGROUP RELATIONS
(2) Special publications (e.g. Manpower Utilization Report)
(3) NAIRO Newsletter
(4) Various publications that we are asked to distribute (e.g. RACE RIOT)
(5) Personnel Registry notices (on request)
(6) Chapter membership (automatic)
(7) Annual Conference attendance, without fee (It has been recommended to the Executive Committee, however, that a $4 fee be instituted, for members and non-members alike)
(8) Department membership (automatic)
(9) Commission membership (on request)

PRESIDENT
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Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
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PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

11 August 1960

Dear Paul:

This will acknowledge receipt of your NAIRO dues for the calendar year 1960. Your membership card is enclosed.

You should now be receiving NAIRO's publications -- the Newsletter, and the new JOURNAL OF INTERGROUP RELATIONS. In addition, you are always welcome to take advantage of NAIRO's Personnel Registry should you seek employment elsewhere.

As you know, each NAIRO member is automatically assigned to a Department according to his agency affiliation; most of our Departments now issue occasional Newsletters, which you should receive. You may also offer your services to one or more of our seven Commissions by simply returning the enclosed postcard.

On behalf of the Association, let us take this opportunity to express our appreciation for your participation and your interest. If we can be of service to you, please do not hesitate to call on us.

Cordially,

Virginia Coffey

VIRGINIA COFFEY
Secretary

John

JOHN V.P. LASSOE, JR.
Executive Secretary

fib
Enclosures

P.S. Please note these dates on your 1960 calendar - -
Fourteenth Annual NAIRO Conference -- Cincinnati, Ohio -- November 15, 16, 17, 18.

Mr. Paul M. Rilling
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

I congratulate the first regional chairman to secure 100% membership renewal—

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

15 August 1960

TO: NAIRO Board of Directors
NAIRO Commission, Committee, Department Chairmen

FROM: Frederick B. Routh, President

SUBJECT: NAIRO Board Meeting: September 16--17, 1960

I want to remind you that the Board of Directors will meet on Friday and Saturday, September 16 and 17. As you may have noted in our May meeting minutes, it was decided to meet in Philadelphia this time.

We will convene in the office of the Commission on Human Relations, 800 Commercial Trust Building (16 South Broad Street), at 9:30 a.m. on Friday. As is customary, we shall meet all day Friday and again on Saturday. We should adjourn by 2 p.m. on Saturday afternoon.

If possible, we shall mail out a detailed agenda just after Labor Day. I think that you realize, however, that the major item of business must and will be the question of NAIRO's survival. At best, we shall be considering the development of program and resources for 1961; at worst, we may be facing a drastic cutback in staff and program.

This will, in any event, be our most important Board meeting in over three years. I urge and ask you to make every effort to be present! (Postcard enclosed for your reply.)

Let me say briefly that our members have responded magnificently in this crisis; both program activity and memberships (669) have reached new highs. Unfortunately, our internal zeal will have to be matched by external financial aid. We are making every effort to secure those grants and contributions, but I cannot yet report that the crisis has ended.

I look forward to seeing you in Philadelphia next month. Let us hope that we have good news by then.

fib

9/14/60

PR

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

MEMORANDUM

TO: National Membership Committee
National Board of Directors

FROM: Frances Cousens, National Membership Chairman

SUBJECT: Recommendations

DATE: September 7, 1960

My heartiest thanks to the twenty-one individuals who responded to the opinionaire, with special kudos to those who took the time and trouble to express their attitudes in the form of comments and further recommendations.

The following shows the tabulated responses and the enumerated remarks. I hope that Board members will take the time to study these prior to the meeting and be prepared to take action.

SUBJECT	S.A.	A.	N.O.	D.	S.D.
I. Add the category of PARTICIPATING MEMBERSHIP	7	7	1	4	3
II. Duties and Privileges of Membership, including PARTICIPATING MEMBERSHIP	4	9	1	5	3
III. DUES SCHEDULE					
a. Active.....$15	11	7	0	1	1
b. Associate.....$15	12	8	0	0	0
c. Participating...$ 5	6	3	1	5	4
d. Student.....$ 5	11	6	0	1	0
IV. TIME OF PAYMENT					
a. Renewal date on anniversary of first joining	4	12	3	1	2
b. Drop members who are six months in arrears	9	8	0	5	0
c. Assess $2 penalty upon reinstatement	4	12	2	4	0

SUBJECT	S.A.	A.	N.O.	D.	S.D.
V. PRIZES					
a. To individuals	1	7	4	7	3
b. To chapters	3	7	2	7	3
c. Leadership ineligible	0	2	5	10	3
d. Prize to consist of travel expenses to national conference	1	3	2	8	5
VI. SLIDING DUES SCALE for Active Members based on professional salary	4	4	0	10	4
VII. FRIENDS OF NAIRO					
a. Establish category	3	12	0	5	1
b. $25 dues	3	10	2	3	1

(Note: the above do not total 21 in all cases since there were several "no answers")

* * * * *

REMARKS

I. CATEGORIES, DUES, PRIVILEGES OF MEMBERSHIP

1. More specificity is needed in defining "participating member"

2. New category should be called "sponsoring" rather than "participating"

3. Seven people feel that the dues for participating members should be more than $5; one suggests $7 or $7.50; five others recommend $10. All think such members should receive the JOURNAL.

4. Raise dues for student members to $10

5. It would be wrong to shift members from the "active" to the "associate" category without first allowing them to express an opinion on the matter.

6. Participating membership would decrease the professionalism of NAIRO.

7. How would we screen for attitudes in order to determine whether prospective members subscribe to our objectives? There would be nothing to prevent a racist from joining, getting into the inner circle, for the purpose of damaging us.

II. TIME OF PAYMENT

1. Would not "anniversary billing" require too much bookkeeping?

2. A six-month period of grace is too rigid; should be increased to 9 months and accompanied by careful follow-up so we can know what happens to our members. (Another individual recommends keeping delinquents for one year)

3. Approve a $2 penalty only if delinquents are kept on rolls for one year.

4. $2 penalty O.K. only if billing date remains fixed; otherwise this is a small amount to pay for six months.

5. We should honor a member's request to have his name retained on the rolls beyond the grace period if there is a good reason, e.g. inactive status.

6. Strong recommendation that we permit members to pay annual dues in installments. They could be made either to the national office or locally if a local chapter exists.

III. PRIZES

1. On what basis would increase be computed, numerical or percentage?

2. Prizes are undignified; should consist of a certificate (of merit) to an individual, a cup or plaque to a chapter. Another suggestion is a cash prize to a chapter treasury rather than a trip to the national conference.

3. Could result in a large expenditure for little achievement; for example, a trip to the west coast would be very costly.

4. Prizes for recruiting would tend to favor larger cities with more intergroup agencies and therefore more people eligible for membership.

5. How would an individual be credited with signing up a member since one might join as a result of having been approached by several people.

6. The entire concept of prizes is ludicrous and incongruous for the kind of organization we would like to be. Another member agrees that it is unsuitable for a professional organization and that, although we are faced with financial problems, we should not push the "panic button."

IV. FRIENDS OF NAIRO

1. This category should be labelled "sponsors" or "sustaining members" rather than "friends."

2. Two strong recommendations that we establish a life membership at $300, to be paid in several installments. One stated that he would take such a membership if it is established.

V. SLIDING DUES SCALE

1. There should be voluntary contributions rather than a sliding dues scale

2. This scheme will not work and might lose us members if attempted

3. This is a poor time for us to inaugurate such a plan

4. Recommended dues schedules:

A. Under $5,000.....$ 8
5000 to 7500..... 12
7500 to 10,000..... 15
10,000 and above..... 20

B. Under $5,000.....$10
50000 to 7500..... 15
7500 to 10,000..... 20
10,000 and above..... 25

C. Under 5000.....$10
5000 to 6500..... 15
6500 to 8500..... 20
8500 and above..... 25

D. Under $5500.....$ 7.50
5500 to 7000..... 10.00
7000 to 8500..... 12.50
8500 and above..... 15.00

E. Under 11,000.....$15.
11,000 to 14,000..... 20.
15,000 and above..... 25.

F. Under 5,000.....$10.
5,000 to 7,000..... 15.
7,000 to 10,000..... 20.
10,000 and above..... 25.

Note: Since we have no way of knowing what the salary distribution is either for our members or for professionals in the field generally, it cannot be determined whether income from dues would be increased, decreased, or remain the same. For the same reason, we cannot know whether any of the above recommended schedules would motivate professionals to join or not.

PRESIDENT
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

VICE-PRESIDENTS
LLOYD DAVIS
Catholic Interracial Council
Chicago, Illinois
JOSEPH MONSERRAT
Migration Division, Commonwealth of Puerto Rico Labor Department
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

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(In addition to the officers)
*HELEN E. AMERMAN
Redevelopment Agency
Oakland, California
ARNOLD ARONSON
National Community Relations Advisory Council
New York, New York
JOHN BINKLEY
Anti-Discrimination Commission
Denver, Colorado
*LOUISE BLACKHAM
Civic Unity Committee
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Fair Employment Practices Commission
Detroit, Michigan
*LOUIS H. ERVIN
Fair Employment Practices Commission
Minneapolis, Minnesota
FRANK W. FAGER
Board of Community Relations
Toledo, Ohio
JOHN G. FEILD
Office of U. S. Senator Philip Hart
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*WADE MACKIE
American Friends Service Committee
Baton Rouge, Louisiana
MILDRED MAHONEY
Massachusetts Commission Against Discrimination
Boston, Massachusetts
JOHN MORSELL
N.A.A.C.P.
New York, New York
*EMANUEL MURAVCHIK
Jewish Labor Committee
New York, New York
*PAUL RILLING
Southern Regional Council
Atlanta, Georgia
EDWARD RUTLEDGE
State Commission Against Discrimination
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President's Committee on Government Contracts
Washington, D.C.
*NAIRO Regional Chairmen

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

26 September 1960

Dear NAIRO Member:

I am happy to report real progress in our fight for survival. The financial crisis continues, but operation of our national office through 1960 is virtually assured, given your continuing cooperation.

We owe our improved position to three factors, each of which I acknowledge with deep gratitude: (1) Your recruitment of 69 new members since June, (2) A generous grant of $1,000 from the American Jewish Committee, and (3) Your help in securing 207 JOURNAL subscriptions over the summer months. Together, these meant the difference between life and death!

At last week's Board meeting in Philadelphia, we took certain steps to insure survival and to move us closer to self-sufficiency. We now ask your help with each of these:

NEW MEMBERS

The Board voted to continue the "Each One Get One" membership campaign through 1960. Our 11% growth over the summer was wonderful, but almost 90% of us have yet to recruit our new member for the year. Won't you sign up your today?

Important! Effective immediately, by Board decision, all new members will be enrolled on an anniversary renewal basis, i.e. their memberships will expire one year from the date of enrollment. This should eliminate many of the recruitment problems connected with the old calendar year memberships.

DEVELOPMENT FUND

The Board has established a Development Fund to finance NAIRO growth and expansion, and now solicits contributions from the membership. It may prove necessary to tap this fund for survival in time of crisis, but we shall make every effort to preserve it for new projects and services. We shall be grateful for any amount that you can give or raise for this purpose.

LIFE MEMBERSHIPS

The Board has instituted Life Memberships in NAIRO, at a $300 fee (payable in one sum or in three annual installments of

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$100 each). Not all of us can afford to help in this fashion, but I am sure that many will enter into this permanent affiliation with NAIRO. We hope that several will be recorded on the plaque in our office by year's end; again, I solicit your help in recruitment.

CONFERENCE FEE

Following the example of almost every national organization in the country, the Board has set a registration fee for members as well as non-members attending the Annual Conference in Cincinnati this year. It will be a modest $5, but represents an important budget item. You will soon receive full Conference information and necessary forms, and I hope that as many as possible will register and pay this fee -- in advance.

JOURNAL SUBSCRIPTIONS

Summer efforts have almost doubled non-member subscriptions to the JOURNAL, but we are still less than halfway to the 1960 goal of 1,100. (These figures do not include members, who receive the JOURNAL as part of their dues payment.) In soliciting your help in securing new subscriptions, the Board has urged agencies to consider the purchase of subscriptions for (a) their own library, (b) college, public and special libraries in their community and (c) their Board or Commission members. Hopefully, many of these recipients will want to subscribe at their own expense after a year's trial.

* * *

If the remarkable cooperation offered by members this summer can be continued through the fall, we should soon be able to turn our full attention back to program matters. Let me assure you, however, that our program has not been neglected during the crisis: the fourth issue of the JOURNAL is at the printer's; Conference plans are all but complete and soon to be announced; four new NAIRO Chapters have just been chartered (these now total six); a South Central regional conference is planned for December, in Little Rock; and new projects have been developed, including one that will take NAIRO into the area of international activity.

Sincerely,

Frederick B. Routh

FREDERICK B. ROUTH
President

fib

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

26 September 1960

TO: All NAIRO members
FROM: Booker T. McGraw, Chairman, 1960 Nominating Committee

On behalf of the Nominating Committee, I submit to you our slate of candidates for positions to be filled by mail ballot in the 1960 NAIRO election. We now solicit your additional nominations.

ANY THREE MEMBERS IN GOOD STANDING (PAID FOR 1960) MAY NOMINATE ANY MEMBER FOR ANY POST BY SUBMITTING A SIGNED PETITION WITH THE CANDIDATE'S WRITTEN CONSENT. SUCH PETITIONS MUST BE RECEIVED BY OCTOBER 12TH.

A ballot -- containing the Committee's nominations and any others received -- will be mailed to the membership on October 19th. The results will be announced in Cincinnati.

1960 NOMINATING COMMITTEE SLATE

PRESIDENT-ELECT: LLOYD DAVIS, Intergroup Relations Specialist, Urban Renewal Administration, HHFA, Chicago, Illinois

VICE-PRESIDENTS (2): BOOKER T. MC GRAW, Housing and Home Finance Agency, Washington, D. C.

EDWARD I. RUTLEDGE, Housing Director, New York State Commission Against Discrimination

SECRETARY: Mrs. VIRGINIA COFFEY, Assistant Director, Mayor's Friendly Relations Committee, Cincinnati, Ohio (Incumbent)

TREASURER: BURTON I. GORDIN, Deputy Director, Commission on Human Relations, Philadelphia, Pennsylvania (Incumbent)

DIRECTORS (6): (3-Year Terms) EDWIN C. BERRY, Executive Director, Chicago Urban League

FRANCES R. COUSENS, Research Director, Michigan Fair Employment Practices Commission, Detroit

MALCOLM B. HIGGINS, Executive Secretary, Washington State Board Against Discrimination, Olympia

FRANCES LEVENSON, Executive Director, National Committee Against Discrimination in Housing

ALAN REITMAN, Associate Director, American Civil Liberties Union, New York City

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DIRECTORS (continued):

FREDERICK B. ROUTH, Executive Director, Michigan Fair Employment Practices Commission

NOMINATING COMMITTEE: (11) (1961)

ALEXANDER J. ALLEN, Associate Director, National Urban League, New York

ARNOLD ARONSON, Director of Program Planning, National Community Relations Advisory Council, New York

ELEANOR T. DUNGAN, Director, Educational Services, Chicago Commission on Human Relations

JOHN G. FEILD, Administrative Assistant to U.S. Senator Philip Hart, Washington, D.C.

MARGARET GARRITY, Executive Director, President's Committee on Government Contracts, Washington, D.C.

CHESTER J. GRAY, Deputy Director, Ohio Civil Rights Commission, Cleveland

EDWARD HOWDEN, Chief, Fair Employment Practices Division, State of California, San Francisco

ARTHUR JOHNSON, Executive Secretary, Detroit NAACP

CHARLES LIVERMORE, Executive Director, Commission on Youth Welfare, Chicago

HERMAN H. LONG, Director, Race Relations Department, Fisk University, Nashville

GEORGE SCHERMER, Executive Director, Philadelphia Commission on Human Relations.

* * * *

Additional nominations should be submitted to me -- in the prescribed form -- by October 12th. Please address them to the National Office.

* * * *

1960 Nominating Committee:

B.T. McGraw
John Hope, II
Richard Kerckhoff
Wade Mackie
George Roberts
John Yoshino
Frank Baldau
Reginald Johnson
Alexander Miller
Joseph Robison
H. Benjamin Sissel

fib

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NOTICE OF ANNUAL MEETING OF THE ASSOCIATION

15 October 1960

TO: Members of the National Association of Intergroup Relations Officials
FROM: Virginia Coffey, Secretary

The Annual Meeting of the Association will be held this year at the Netherland Hilton Hotel, Cincinnati, Ohio. It will begin at 9:30 a.m. on Tuesday morning, November 15, and end at 2:30 p.m. on Friday afternoon, November 18.

As required by the Association By-Laws (Article XVI), I submit to you the following proposed amendments, which will be voted upon at the Annual Meeting. One would establish a standing Legal Committee and grant ex officio Board membership to its chairman. The other would enlarge the maximum number of Board members to permit ex officio service by the Legal Committee Chairman and the Membership Committee chairman. (The latter was granted ex officio Board membership in an amendment adopted at the 1959 meeting, but, through an oversight, the maximum Board membership was not increased correspondingly.)

Proposed by Frederick B. Routh

In Article IX, Section 1, insert as sub-section:

"d. A Legal Committee, which shall advise the Board of Directors (and Executive Secretary, if any) on legal matters relating to the Association. The Chairman of this Committee and its members shall be appointed by the President, with the advice and consent of the Board. The Chairman shall be designated as Legal Counsel and, if not otherwise a member of the Board, shall serve ex officio during his term in office."

In Article VII, Section 1, change the first sentence to read:

"1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-four (34) members, and not less than eighteen (18). . . ."

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street New York 19, New York

OFFICIAL BALLOT

PRESIDENT-ELECT: (Vote for One)
- ☐ LLOYD DAVIS

VICE-PRESIDENTS: (Vote for Two)
- ☐ BOOKER T. MC GRAW
- ☐ EDWARD I. RUTLEDGE

SECRETARY: (Vote for One)
- ☐ Mrs. VIRGINIA COFFEY

TREASURER: (Vote for One)
- ☐ BURTON I. GORDIN

DIRECTORS: (Vote for Six) (Three-Year Terms)
- ☐ EDWIN C. BERRY
- ☐ FRANCES R. COUSENS
- ☐ MALCOLM B. HIGGINS
- ☐ FRANCES LEVENSON
- ☐ ALAN REITMAN
- ☐ FREDERICK B. ROUTH

NOMINATING COMMITTEE: (1961) (Vote for Eleven)
- ☐ ALEXANDER J. ALLEN
- ☐ ARNOLD ARONSON
- ☐ ELEANOR T. DUNGAN
- ☐ JOHN G. FEILD
- ☐ MARGARET GARRITY
- ☐ CHESTER J. GRAY
- ☐ EDWARD HOWDEN
- ☐ ARTHUR JOHNSON
- ☐ CHARLES LIVERMORE
- ☐ HERMAN H. LONG
- ☐ GEORGE SCHERMER

NOTE: All candidates are identified on the Nominating Committee slate, mailed to members earlier this month. There were no additional nominations by petition.

NOTE 2: Ballots should be returned to the chairman of the Nominating Committee (address below) by November 4th:

Booker T. Mc Graw
3036 Park Place, N.W.
Washington 1, D. C.

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Memorandum from . . . . AMERICAN JEWISH CONGRESS
15 East 84th Street, New York 28, N. Y. • TRafalgar 9-4500

September 21, 1960

To: NAIRO Members

From: Joseph B. Robison, Chairman,
Resolutions Committee

The attached draft of the 1960 Statement of Concerns and Commitments is sent to you for consideration and suggestions prior to the Conference in November. It is based in large part on communications received from a number of NAIRO members, to whom I take this opportunity to express my thanks. Please note:

1. The Statement will have to reflect the final election results as well as the treatment of the religious question and civil rights issues during the campaign. Since that must wait until after November 8, I have indicated in brackets in the enclosed draft the points at which such material will probably be inserted.

2. The draft is being circulated now to obtain your suggestions so that a revised draft can be prepared for circulation at the beginning of the Conference. Please let me have the benefit of your thinking as soon as possible. Most important, try to make your suggestions in the form of actual language to be used in the Statement.

3. Please send your suggestions to me at the American Jewish Congress, 15 East 84th Street, New York 28, N. Y. As soon as possible. No deadline -- but anything that comes later than November 9 won't help much.

Att.

D R A F T

NAIRO 1960 STATEMENT OF CONCERNS AND COMMITMENTS

This conference of the members of the National Association of Intergroup Relations Officials, held in Cincinnati in November 1960, follows immediately upon a presidential election that again demonstrated to the world the continuing vitality of the democratic process in the United States. We have every reason to believe that the newly-elected government will continue to lead the fight for freedom in the world and will press vigorously for the attainment of full equality for all Americans and the amelioration of intergroup differences.

/Brief reference to religious issue in the election to be inserted./

This conference takes place in a time of world crisis, a crisis in which the raw fact of race threatens to take over the center of the arena. /Description of current scene to be inserted. Will presumably cover Africa, summit talks and the threat of nuclear warfare./

CIVIL RIGHTS DEVELOPMENTS

The Statement of Concerns and Commitments adopted by the 13th NAIRO Conference last year reviewed the major obstacles to equality and outlined the principal points of concern for the immediate future on the part of intergroup workers. In almost all respects the tasks there outlined remain before us. Without repeating the details of that Statement, we shall here stress the most important developments of the past twelve months and their implications for the future.

The most striking development of 1960 was the upsurge of mass protest activity against inequality manifested in the "sit-in" demonstrations against lunch counter segregation in Southern cities. The facts have been well publicized -- the use of picketing, the occupation of space in lunch counters, restaurants and public libraries, the nationwide wave of support expressed through picket lines in other parts of the country, the mobilization of legal and illegal, even violent, opposition and, most important, the wide measure of success that the movement has already achieved. The "impossible" has become fact in more than thirty cities from Virginia to Texas. The whites and Negroes who are now eating together in public places in those cities are proof that the rate of progress in race relations can be greatly increased by effectively organized protest.

Some aspects of the sit-in demonstrations raise moral and legal issues that have not yet been fully resolved. The members of NAIRO, however, have no doubt as to the validity of the basic aims of the demonstrations -- the vigorous expression of personal determination that the indignities of inequality shall be ended.

We welcome this exercise of the constitutional right to assemble and to petition for redress of grievances. If the number of demonstrators continues to grow, the weapon of mass activity could drastically change the nature of the struggle for equality and bring it to rapid success.

The increased vigor of civil rights forces was undoubtedly responsible for the sweeping nature of the civil rights pledges in the Democratic and Republican Party platforms of 1960. While party pledges do not always mean party action, particularly on civil rights, the civil rights planks clearly reflect growing voter sentiment for equality. In 1956, neither party found it politically advantageous to express approval of the 1954 decisions of the Supreme Court condemning racial segregation. In 1960, both did.

The strength of the opposition to racism was also recognized by both candidates during the campaign. [To be done, particularly as to successful candidate.]

Realism compels us to recognize that, despite this support, only a very small advance was made by Congress in 1960. No more than a few of the recommendations made by the Civil Rights Commission established under the 1957 Civil Rights Act have been put into effect. The Civil Rights Act enacted this year is extremely limited. Far more sweeping legislation will be needed to redeem the pledges just made by both parties. As persons directly concerned with intergroup relations, we know that a greater mobilization of forces will be needed to bring those promises to fulfillment.

Much remains to be done even in the vital area of the franchise. Despite provisions in the 1957 and 1960 Civil Rights Acts, denial of the vote because of race is still widespread. It is generally accepted that the two Acts had little appreciable effect on who was allowed to vote in the election just concluded.

In the area of public school segregation also, there is imperative need for new approaches and greater mobilization of forces. The rate of progress in the last three years has been alarmingly slow. There is no sign of a major breakthrough.

Outside the South, where segregation exists in public schools because of discrimination in housing rather than official state policy, intergroup workers have continued their efforts to find ways of reducing the damage done by this evil to our nation's children. More broadly, they have been concerned with other forms of inequality of educational opportunity based on religion, ethnic background, economic class and place of residence, particularly at the higher educational levels.

Gratifying progress continued to be made in many parts of the country against discrimination in employment, public accommodations and other areas of our daily lives. Enactment of fair employment

laws in Delaware and Baltimore, was an encouraging development in the border area.

In the more difficult and more important area of housing, significant gains were made, particularly under the anti-discrimination laws now in effect in a number of states and cities. It is particularly encouraging that the Supreme Court of New Jersey upheld the application of that state's anti-discrimination law to the 16,000-home Levittown development and that the owners of that project accepted the decision and began to sell homes to Negroes. However, housing continues to be the major concern of civil rights groups outside the South. It is still unfortunately true that the great bulk of the housing market is segregated, that the federal government continues to support segregated housing and that none of the recommendations of the Civil Rights Commission on this subject have been implemented.

Controversies over the relationship between government and religion reveal fundamental differences among religious groups that continue to claim the attention of intergroup workers. Experience shows that the American people are prepared to recognize and accept the right to differ on this issue and to assert unpopular minority views.

[Discussion of religious issues in election to be inserted.]

The 1960 Census documented a development that has had a profound effect on intergroup relations -- the changes in the nature of urban populations brought about by migration of new groups into the cities and the movement of the earlier city elements into the suburbs. The strikingly rapid change in the racial makeup of city populations that these movements cause requires constant readjustment in our treatment of intergroup problems. It becomes ever more clear that those problems cannot be solved independently of the transportation, police, tax and other difficulties that face most of the metropolitan areas in which the majority of Americans now live.

Touching both problems is the matter of relationships between metropolitan police forces and the groups with which they deal. NAIRO has long actively supported programs on this subject. A recent favorable development has been the establishment by a number of cities of civilian boards independent of the police department to review police practices.

THE CHALLENGE TO THE INTERGROUP WORKER

The years since the founding of NAIRO have seen a steady broadening in the range of our concerns and in the techniques that are used in fulfilling our responsibilities. That trend continues today. In the years ahead, we will need to extend our use of every possible discipline -- sociology, psychology, mass communication,

the arts and the law. We will need to create greater public support for intergroup work -- to build an understanding that such work must be as much a part of the fabric of our government as the agencies for public health, police protection, education, and public works. We will seek to increase the role and responsibility of the intergroup worker in the agencies established for promoting housing, education and other public benefits.

It will also be necessary to continue to strive to reduce friction among religious groups, while recognizing that they may differ strongly on matters of deep concern to them. Nothing in the philosophy of our democratic society requires suppression of those differences. It requires only that they be allowed full freedom of expression. We therefore welcome the airing of differences concerning the place of religion in our society. We are confident that we have ample resources to deal with any tensions that may result from that development.

Perhaps the greatest challenge to the intergroup worker in the immediate months ahead will be to work with the mass protest movement symbolized by the sit-ins. That movement is certain to cause changes in the methods and techniques used to achieve equality. While old procedures will not be abandoned, new methods will demand more attention and expenditure of funds and energy. It will also be necessary to give consideration to the application of the non-violent protest technique to problems of bias outside the South.

A special feature of the sit-in type of activity is that it cannot occur until the situation is ripe for it and that, when the situation is ripe, it frequently occurs spontaneously. Civil rights leaders must therefore be alert to sense the climate so that they can help when and where they are most needed. Recent events show only too well the need of applying the skills and experience of intergroup workers to the tensions that are likely to develop out of these situations. All citizens have an interest in preventing these expressions of protest from leading to outbreaks of violence.

In this connection, special attention should be given to the work of bi-racial committees through which communications among diverse elements in the community can be maintained. Such committees have worked very effectively in a number of cities during the past year. We believe they are an appropriate and effective way of dealing with intergroup tensions. We therefore urge much wider use of this technique.

The sit-in development is only one aspect of the fact that the continuation of the most extreme forms of segregation and discrimination in the South is a matter of vital <u>national</u> concern. All parts of the country have a stake in speeding up the present slow pace of improvement in the South. We fully realize that there

is far too much discrimination in the North to permit any sense of complacency. We believe, however, that the existence of extreme forms of discrimination in any part of the country breeds an atmosphere of evil that spills over into the rest of the land. Thus, reduction of discrimination in any one section of the nation advances the anti-bias struggle in every other section.

Ultimately, this principle will have to be extended to international as well as national affairs. The philosophies, techniques and resources of the intergroup relations field should be applied to our dealings with other countries, particularly in the effort we must make to help them cope with the acutely dangerous interracial tensions now erupting in so many parts of the world.

Equality is a goal that must be sought everywhere by elimination of inequality everywhere.

9-20-60

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- **Government Aid to Education**
- **Moral and Spiritual Values**
- **The Bible in the School**
- **Released Time**

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO BOARD OF DIRECTORS
PRE-CONFERENCE MEETING
NOVEMBER 14, 1960

MINUTES

PRESENT: Frederick Routh, presiding; Helen Amerman, John Binkley, Louise Blackham, Virginia Coffey, Frances Cousens, George Culberson, Lloyd Davis, Louis Ervin, Frank Fager, Margaret Garrity, Burton Gordin, Theodore Leskes, Edward Rutledge, Beulah Whitby, John Yoshino.

Guests: Marshall Bragdon, John Buggs, Eleanor Dungan, William Gremley, Robert Hoffman, John Hope, II, Virginia Huebner, Booker McGraw, Howard McKinney, Annabel Prescott, Joseph Robison, Adele Young, Frankye Brown, John Lassoe, Jr.

I. Virginia Coffey, Conference Arrangements Chairman, reported briefly on final arrangements. She noted an advance registration of over 100, high for NAIRO conferences. With a goal of $2,500, the Conference Finance Committee (Marshall Bragdon, chairman) reported $2,400 in hand or firmly promised, and an additional $200 pledged if needed.

II. John Lassoe reported for the Conference Program Committee (David Danzig, chairman). A final tally showed 78 members and 10 non-members with program assignments. Although the figure was high, it was noted that it will become increasingly difficult to involve NAIRO members as the membership grows. With the present membership (679) and the present rate of participation (78), it would take over 8 years to include all. It also becomes more difficult to involve each and every segment of the membership; the labor union people, for example, had complained that none of their number had received a program assignment this year.

Mention was made of the first NAIRO section meeting, scheduled for Thursday morning. Called by Paul Ertel (Chicago Commission on Human Relations), it is an attempt to draw together all involved in migration services.

III. Minutes of the September 16-17 meeting were approved (Garrity-Whitby, CARRIED).

IV. The Treasurer, Burton Gordin, presented his report for the period,

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January 1 - November 9, 1960. It showed disbursements of $33,761.70 and receipts of $31,032.87. The balance on hand (exclusive of the Executive Secretary's severance account) is $2,637.22. (Statement attached). ADOPTED WITHOUT DISSENT.

V. Reporting for the Finance Committee, Burton Gordin noted that funds in hand and firmly anticipated made continued operation likely through April or May, 1961. It will be necessary to raise $14,500 from sources not now anticipated to carry NAIRO through 1961, but at least $6,000 of this amount is already a strong possibility.

The Development Fund goal for 1961 was set at $1,500, with pledges to be solicited at the Conference and, from those not in attendance, by mail. (Gordin-Yoshino, CARRIED). The Board launched the drive by pledging $320 (23 Directors and guests) on the spot.

It was recommended to the incoming Board that separate chairmen be named for the Development Fund drive, the Life Memberships drive, and the Sponsors of NAIRO Committee.

VI. Edward Rutledge, chairman of the Commission on Housing and Family Life, reported briefly on the Housing Opportunity Program now being developed by NAIRO and the National Committee Against Discrimination in Housing. One Meeting of an advisory group has been held, and another will follow on November 29th. It is hoped that the proposal will be ready for submission to foundations by January 15th. (Second draft attached.)

VII. The Board endorsed the proposed change in the By-Laws (i.e. creating a Legal Committee and granting its chairman ex officio Board membership) that will be voted on by the membership at the Annual Meeting. (Garrity-Fager, CARRIED).

VIII. Applications for Chapter Charters were received from two localities:

Metropolitan Pittsburgh (Yoshino-Garrity, GRANTED)
Northern California (Amerman-Whitby, GRANTED)

In discussion, Edward Rutledge suggested that the Legal Counsel develop a set of recommendations governing model local By-Laws, with special attention to the area of Chapter public statements. Helen Amerman noted that flexibility is needed since the size of the Chapter area and other local differences can affect the nature of the By-Laws. Theodore Leskes observed that most of the Chapter By-Laws adopted and approved to date lacked provision for National Board ratification of any future amendments.

IX. In view of the report of the Finance Committee presented earlier, the continuation indefinitely of the National Office was voted. (Rutledge-Garrity, CARRIED).

X. Theodore Leskes, chairman of the Editorial Board, reported that non-member subscriptions to the JOURNAL OF INTERGROUP RELATIONS had reached a total of 467, a gain of 52 since September 17. Approximately 336 subscription renewals, or a total of $2,000, can be anticipated in or by January. Without dissent, the Board voted commendation of

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Samuel Spiegler, JOURNAL editor, and the entire Editorial Board, for their efforts and success during the first year of publication.

Discussion of the DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID PROFESSIONAL STAFF brought agreement that, despite the slow sale of this publication, there is acute need for annual or biennial revision to bring it up-to-date.

XI. The report of the Membership Committee (Frances Cousens, Chairman) was postponed until the post-Conference Board meeting.

XII. Booker T. McGraw reported for the Nominating Committee (see attached). Having heard the recommendations of the Committee, the Board was in accord with dissatisfaction expressed with the present system and registered its approval of the intent of the recommendations (Culberson-Whitby, CARRIED). The Board revered its policy of limiting the Nominating Committee to one nomination per vacancy, and the number to be nominated for any post was left to the discretion of the Nominating Committee. (Rutledge-Ervin, CARRIED).

XIII. It was decided that the report of the Resolutions Committee (Joseph Robison, chairman) should be read to the membership at the initial Business Meeting, distributed in mimeographed form during the day, and acted upon at the closing Business Meeting (Friday, November 18). (Culberson-Garrity, CARRIED).

* * * *

The meeting adjourned after President Routh had expressed his appreciation to the members of the Board for their cooperation during the year of his administration.

Respectfully submitted,

VIRGINIA COFFEY, Secretary

JOHN V.P. LASSOE, JR.,
Executive Secretary

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Attachments

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building, Philadelphia, Pa.

Statement of Receipts and Expenditures
January 1 to November 9, 1960

Anticipated Receipts - 1960 (Revised Budget)			Receipts to November 9, 1960		
McGregor Fund (Terminal Grant)		$2,500.00	McGregor Fund		$2,500.00
Special Funds Drive Contr.		200.00	Special Funds Drive		1,159.50
Int. on Savings Acct.		200.00	Int. on Savings Acct.		99.75
Membership Dues			Membership Dues		
New	- 1500		New	- 2,870.25	
Renewal	- 6500	8,000.00	Renewal	- 6,395.00	
Publications			Life Members	- 500.00	9,765.25
Journal	4000		Publications		
Directory	1500		Journal	3,874.00	
Civil Rights	1500		Directory	807.25	
Other	300	7,300.00	Civil Rights	1,245.00	
1960 Conference Non-member Registrations		300.00	Others	97.00	6,023.25
			Development Fund		40.00
			Gulf Oil Stock Div.		104.56
			Turnpike Press Refund		100.00
			Sale of Gulf Stock		10,638.81
			Seminar Travel Fund (Wm. Penn Center)		176.75
			Refund of Airline Dep.		425.00
		$18,500.00			$31,032.87

Anticipated Expenditures (Revised) 1960			Expenditures to November 9, 1960		
Administration (National Office)			Administration (National Office)		
Salaries			Salaries		
Exec. Sec'y.	10,000		Exec. Secy.	8,444.37	
Office Secy	4,530		Office Secy.	3,829.89	
P.T. Clercl	800	15,330.00	P.T.Clerical	699.01	
					12,973.27
Employee Benefits			Employee Benefits		
Hospitalization	97.		Hospitalization	84.12	
Soc.Security	320.	417.00	Soc.Security	227.34	311.46
Office Expenses			Office Expenses		
Hospitality	125.		Hospitality	86.14	
Rent	1,356.		Rent	1,108.40	
Equipment	250.		Equipment	238.78	
Equip.Reserve	100.		Equip.Reserve	- - - -	
Printing	1,200.		Printing	1,252.86	
Post.,Mail	1,200.		Post.,Mail	1,096.65	
Telephome	750.		Telephone	634.94	

Anticipated Expenditures (cont'd)			Expenditures (cont'd)		
Office Supplies	600.		Office Supplies	554.28	
Travel (exec.secy)	2,500.		Travel (exec. secy)	2,235.23	
Subscriptions	25.		Subscriptions	30.60	
Miscellaneous	100.		Miscellaneous	12.00	
		8,206.00			7,249.88
President's Office		- - - -	President's Office	- - - -	
Treasurer's Office			Treasurer's Office		
Bookkeeping	300.		Bookkeeping	225.00	
Audit	50.		Audit	50.00	
Supplies	20.		Supplies	- - -	
Post.&Telephone	30.		Postage	5.85	
Bonding	35.		Bonding	62.50	
					343.35
Publications			Publications		
Journal (4)	7,975.		Journal	6,948.74	
Directory	2,100.		Directory	2,099.00	
Civil Rights	2,100.		Civil Rights	2,095.00	
Commisson Reports	400.		Commission Reports	454.30	
		12,575.00			11,597.04
Promotion(Reg.Chairman)		600.00	Promotion(Reg.Chairman)		287.20
Internship Seminar		1,500.00	Internship Seminar		- - - -
Consultation program			Consultation Program		
"Big Think" NAIRO share		800.00	"Big Think" NAIRO share		180.00
Miscellaneous		100.00	Finance Committee Travel		45.99
			1960 Conference Advance		300.00
			National Office and Travel Advance		450.00
			Miscellaneous		23.51
Total		$40,163.00			$33,761.70

Balance on Hand January 1, 1960	$ 6,340.75
Receipts to November 9, 1960	31,032.87
	37,373.62
Expenditures to November 9, 1960	33,761.70
	$ 3,611.92
Balance on Hand November 14, 1960	
Girard Trust Company	2,637.22
Benjamin Franklin Savings & Loan Assn.	974.70
	$ 3,611.92

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street New York 19, New York

TOWARD EQUAL OPPORTUNITY IN HOUSING: OUTLINE OF A FIVE-YEAR EXPERIMENTAL ACTION PROGRAM

More than a year has passed since two monumental studies provided America with an unchallengeable picture of racial discrimination in its housing practices. The reports of the Commission on Race and Housing (1958) and the U.S. Commission on Civil Rights (1959) analyzed soberly the barriers to equal opportunity and recommended forthrightly the action that would remove them. These reports concurred on most points of a multi-faceted program aimed at nothing less than eradication of one of the nation's most pressing social problems.

The facts are available. The recommendations are clear. With these tools in hand, there is rich opportunity to mount a massive assault on racial discrimination in housing. In the meantime, an enormous investment sits on the shelf. While more than $750,000 was spent on the two studies, the amount available to date for implementation has been infinitesimal.

If funds can now be found, that implementation can begin. It will require personnel, the development of effective approaches, and the mobilization of a variety of resources. This proposal addresses itself to those needs.

PROPOSAL

The National Association of Intergroup Relations Officials (NAIRO) offers to administer and coordinate a nationwide, five-year program involving a large number of agencies and institutions in a variety of projects designed to recruit and train personnel, test and evaluate community action approaches, influence the crucial area of urban planning and redevelopment, and provide certain interim services for those involved in housing opportunity programs.

I. PROBLEM: There is a shortage of persons who combine in their training or experience intergroup relations knowledge and skill with the technical knowledge and skill of such fields as real estate, mortgage financing, city planning, and housing and redevelopment. Such persons are needed to staff all of the agencies and institutions whose activities bear on housing opportunity.

PROJECTS: One-year internships (on-the-job training) in intergroup relations agencies that have good housing opportunity programs and can offer adequate supervision, for new recruits to the intergroup relations field.

One-year internships in intergroup relations agencies that have good housing programs and can offer adequate supervision, for junior professionals from such fields as city planning, mortgage financing, city planning, real estate, and housing and redevelopment. (These interns would return to their respective fields at year's end.)

One-year internships in selected housing, city planning, real estate, redevelopment, and housing agencies, for junior intergroup

relations workers who lack technical knowledge and skill in these fields. (These interns would return to intergroup relations agencies after the year's training.)

II. PROBLEM: There is need to develop effective approaches for use by community organizations working for equal opportunity in housing. Such approaches must be tested and evaluated in a variety of situations, involving both governmental bodies and voluntary associations.

PROJECTS: Systematic study and evaluation of existing housing opportunity programs, through field visits by qualified experts, through community research projects, and through the staffing of selected citizens' groups.

Development and testing of new approaches to housing opportunity, through experimentation with existing groups or through the formation of new organizations. Both would need the services of qualified personnel.

(NAIRO would be responsible for the recruitment, orientation, and continuing supervision of staff assigned to groups in this experimentation.)

III. PROBLEM: Crucial to long-range development of equal opportunity in housing is the complex of urban planning and redevelopment. Regional and metropolitan studies now underway will shape tomorrow's urban areas. Many do not now reflect intergroup relations concerns and threaten, therefore, to perpetuate residential patterns that operate against equal opportunity in housing.

PROJECTS: Inventory and evaluation of regional and metropolitan studies in terms of intergroup relations concerns.

Experimental development of techniques for sensitizing those responsible for such studies to intergroup relations concerns.

Experimental projects in at least three major urban areas -- in the East, Midwest, and Far West -- designed to demonstrate methods of incorporating intergroup relations concerns into planning and redevelopment.

IV. PROBLEM: The training of workers, the development (through testing and evaluation) of approaches, and the influencing of urban planning and redevelopment will take time. In the meantime, there is immediate value to be gained from a variety of special services and projects.

PROJECTS: A series of regional or local conferences for those in decision-making posts in such fields as real estate, mortgage financing, construction, redevelopment, city planning, and intergroup relations.

Experimental programs in a variety of college communities, utilizing and testing approaches developed by SCAD in Ithaca (Cornell). These would be followed by a series of regional conferences for

college officials, to discuss results and encourage similar projects.

Expansion of existing informational and consultative services (such as those offered by the National Committee Against Discrimination in Housing), to service community groups engaged in housing opportunity programs.

Establishment of a consultative service, to provide the best possible advice and help for builders, realtors, and bankers prepared to offer equal opportunity in sales, rentals, and financing. (An organized consultant program could utilize -- on a fee basis -- the talents of the most competent intergroup relations workers around the country.)

Development of materials, syllabi, and training manuals for institutes designed to train workers responsible for the implementation of relevant federal, state, and local legislation and administrative rulings.

RESOURCES

The program will require the expert knowledge and services of many workers, and the participation and cooperation of intergroup relations agencies throughout the country.

For the administration and coordination of this program, NAIRO proposes to add to its staff such experienced personnel as may be needed to supervise the respective projects, orient workers conduct research, and service community groups.

For the specific training situations, for the experimentation with approaches, for the projects designed to influence urban planning and redevelopment (including the experimental action programs), and for various of the special interim projects, NAIRO would enlist the cooperation of existing intergroup relations agencies, channeling to them the funds necessary to subsidize their participation.

Since the skilled workers are among its members and since it has a pre-existing liaison with the intergroup relations agencies, NAIRO is in a favorable position to serve as administrator and coordinator. It brings to this task a thirteen-year history of interest and experience in helping intergroup relations workers acquire the knowledge and skill necessary for effective action. To this end, NAIRO has long concerned itself with developing communication and exchange of information across agency and geographic lines, with the training of new workers and the professional growth of the more experiences, and with the stimulation of needed research in various areas of intergroup relations.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

REPORT OF NAIRO ELECTION FOR 1960-61
by Chairman of Nominating Committee

A. The Election Process

It would appear helpful first to provide the NAIRO membership with a brief delineation of the actual process through which this Mail-Ballot election was conducted, as follows:

1. The Nominating Committee members, lacking an opportunity to meet together, were initially requested by mail to record individually a first and second name for each elective position listed on a preliminary ballot form and return same to the Chairman.

2. The two names, with the highest and second highest count, from the tabulation of these initial returns from Committee Members, were recorded on a form for each elective position and mailed to the Committee members, with a request to check their respective first preferences and return the checked form to the Chairman. This was necessary because, unfortunately, the Nominating Committee was limited to presenting only one candidate for each position.

3. The tabulation of the second mail returns from Committee members produced the concensus committee slate of candidates, each of whom was individually contacted for acceptance or rejection of the nomination and each case of a nominee's rejecting was replaced with the person next in line from the tabulated returns.

4. This final Committee slate of candidates was mailed to the entire NAIRO membership specifying the interim for members to file petitions for inclusion of additional candidates on the final election Mail-Ballot, but none was received.

5. Thus, the final Committee slate became the final slate of candidates on the election Mail-Ballot distributed to the NAIRO membership for voting and returning to the Chairman by November 4, 1960.

Incidentally, it should be noted that throughout this process strict tabulation of returns has dictated the results at each step; names with the highest counts were taken from the tabulated returns, and in cases of ties the names were taken in alphabetical order. Your Nominating Committee Chairman elected to follow this strict tabulation procedure reflecting the collective views of Committee members, rather than exercise a personal judgment seeking improved representation and balance through unilateral action.

All returns were tabulated by the Chairman of the Nominating Committee and are available to any NAIRO member for inspection upon request.

B. The Election Results

Your Nominating Committee Chairman received 92 ballot returns, of which 80 ballots had all names of candidates checked, 11 had one or more names unchecked, and 1 was returned with none checked. Thus, in accordance with present NAIRO election regulations and procedures, the full slate of candidates

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in the subject election Mail-Ballot is hereby certified as having been duly elected for 1960-61, as follows:

President-Elect:	Lloyd Davis	
Vice-Presidents:	Booker T. McGraw and Edward I. Rutledge	
Secretary:	Virginia Coffey	
Treasurer:	Burton I. Gordin	
Board Directors:	Edwin C. Berry	Frances Levenson
	Frances R. Cousens	Alan Reitman
	Malcolm B. Higgins	Frederick B. Routh
Nominating Committee: (11 for 1 year terms)	John G. Feild, Chairman	
	Alexander J. Allen	Edward Howden
	Arnold Aronson	Arthur Johnson
	Eleanor T. Dungan	Charles Livermore
	Margaret Garrity	Herman H. Long
	Chester J. Gray	George Schermer

C. Proposed Revisions in Mail-Ballot Election

Experience indicates some serious deficiencies in present regulations and procedures of our Mail-Ballot election and thus the urgent need for improving our election machinery so as to render the entire election process and results more efficient and democratic in coverage and balance, representative of all significant elements and interests among NAIRO membership. To this end, these proposed revisions are recommended for study and adoption as follows:

1. That the Nominating Committee be authorized and required to present a slate of at least two candidates for each elective position on the Ballot, in lieu the present limitation upon the Committee to nominate only one candidate for each elective position.

2. That the election Mail-Ballot distributed to the NAIRO membership be accompanied with a brief biographical sketch of each nominee on the Ballot.

3. That the Nominating Committee of eleven be composed of the eight Regional Chairmen serving at the time of its recomposition plus three additional members appointed by the President with the advice and consent of the NAIRO Board, and also that the designation of a member as Committee Chairman be similarly made.

4. That the annual recomposition of the Nominating Committee be effected by the President not less than thirty (30) days prior to the convening of the forthcoming Annual Convention, with the Chairman instructed to schedule an initial meeting of the Committee at the Convention and urge all Committee members to attend.

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5. That an Election Board, composed of the Executive Secretary and two (nearby) Board Members of NAIRO appointed by the President, be established to receive and tabulate the election Mail-Ballot returns and report the certified election results to the Annual Convention.

In conclusion, it is believed that the adoption of these proposed revisions, which conform to wide usage, would so enhance the operating efficacy of our Mail-Ballot election as to warrant its continuance as standard practice of NAIRO, just as has come to be the case among similar National Professional Associations generally. The patent advantages of such Mail-Ballot process and results over other election methods include the opportunity for all financial members in good standing not only to vote for their choice among all candidates for each elective position, but also to effect, through petition of three members, the inclusion of additional candidates to supplement the Nominating Committee's slate of nominees. Additionally, the Mail-Ballot election precludes the risk of an Annual Convention becoming embroiled with politicizing while facilitating full Convention concentration on the professional business of NAIRO.

The Chairman wishes to note his appreciation to the Committee members and to the office of the Executive Secretary for gracious cooperation; and also to make it plain that he is solely responsible for this report which has not been cleared through the Committee members for lack of time. Finally, it is hoped that this report and particularly its proposals will receive thorough discussion by the body assembled and also Committee or Board study for recommended official action.

NAIRO
Journal of Intergroup Relations
Editorial Board

Minutes of Meeting of November 15, 1960

Present: Theodore Leskes, Chairman, Marshall Bragdon, H. Harry Giles, George W. Grier, John Hope II, Edward Howden, Samuel Spiegler

Leskes reported a steady rise in subscriptions, both single and group, since first publication. Expectation was for continuing increase to 700, exclusive of membership, as reflected in the Board of Directors' action in budgeting $4200 income from this source for 1961. Responding to question by Howden, Leskes said subscriptions by libraries had been fair, hopefully would rise substantially in second year of publication.

Exchanges

Spiegler reported several requests for exchange arrangements from various professional journals and asked policy direction. Agreed: That we should adopt a liberal exchange policy and that the Editor and Editorial Board Chairman be authorized to enter into exchange arrangements in their discretion, reporting to Editorial Board at intervals.

Advertising

Leskes reported results of his inquiries regarding prevailing space rates in comparable publications. Suggested schedule based on charge of $30 per page, $15 per half page, $10 per quarter page. Giles questioned whether the rate might not be increased somewhat beyond this scale, since only advertisers finding it profitable to reach specialized audience represented by Journal readers would be interested and since, in those cases, rates within reasonable limits would not be determining. Agreed: That the suggested rates of $30 per page, $15 per half page and $10 per quarter page be accepted for the Journal for the present.

Recommended: Members of Editorial Board use good offices to stimulate advertising by book publishers with which they have relationships.

Suggested: Sales approach to publishers and other prospective advertisers stress opportunities of Journal readers to recommend book purchases to much larger group - members of lay boards, students, libraries, etc.

Annual selection of "best books in field" be made feature of the Journal.

Circulation

Giles suggested circulation might be stimulated significantly if Journal were used as text or assigned reading by NAIRO members who are on teaching faculties.

Editorial Content

Single-topic issues from time to time were deemed desirable, but general policy of articles on varied subjects in each issue was approved. Responsibility of Editorial Board members for suggesting topics, ideas, etc. to Editor and for recommending individuals to be approached for possible articles was affirmed.

Respectfully submitted,

Samuel Spiegler

SAMUEL SPIEGLER
Editor, Journal of
Intergroup Relations

announcing . . .

the
fourteenth
annual
NAIRO
conference

world nation community

nov. 15 - 18, 1960
cincinnati, ohio

Conference Bulletin #1

F O U R T E E N T H A N N U A L C O N F E R E N C E

National Association of Intergroup Relations Officials

Netherland Hilton Hotel, Cincinnati, Ohio

July 8, 1960

To: NAIRO Members

From: Conference Chairman, Virginia Coffey

Subject: Annual NAIRO Conference

Theme: Looking Ahead in Intergroup Relations: The World, The Nation, The Community

Time: November 15-18, 1960

This is the first bulletin to inform you of the forthcoming conference of NAIRO. This particular bulletin will give only a broad picture of conference plans to date. Later bulletins will provide the details of program content, speakers and consultants.

Remember -- this is a four day conference. The success of its program will depend on you.

Our 1960 Conference will climax a 10-months reassessment of the "goals, directions and priorities" in intergroup relations in the 1960s. Begun at the January "Big Think" sessions of some of our leaders, this process has continued among members in the various regions. And now that the Spring Journal of Intergroup Relations has given us all the papers of the January session, each one of us can be a part of the mind-stretching preparation for November.

Building upon the reassessment, our Program Committee will offer you at Cincinnati such topics as "The Changing Status of Racial Groups", "The Changing Status of Religious Groups", "The Changing Nature, Scope and Theory of Intergroup Relations", "The Changing City".

Your hosts, members of the Cincinnati Interagency Council, are doing everything possible to provide you with Cincinnati's customary hospitality.

CONFERENCE DATA

Headquarters -- from now until November 11 conference headquarters is the Mayor's Friendly Relations Committee, Room 105 City Hall, Cincinnati 2, Ohio. Inquiries about the conference can be sent to this address.

Registration -- registration in advance will be handled by the Ohio Civil Rights Commission, 814 Schmidt Bldg. (detailed information will be supplied later).

Hotel Reservations -- the conference hotel is the Netherland Hilton hotel. Advance reservation cards will be mailed you in Bulletin #2. Early reservations are encouraged.

Conference Opening and Closing -- the conference opens at 9:00 A.M. on Tuesday, November 15, with registration beginning at 8:00 A.M. Conference closes at 4:00 P.M. on Friday.

Transportation - We are centrally located; half the nation's population can reach Cincinnati overnight, and our city is served by twenty-one divisions of eight main trunk line railroads, and by major airways, which facilitates connections with rail or air routes. The hotel rates meet the present price level and organizations repeatedly return to Cincinnati for successful meetings.

During our usually mild winters, good highways make travel by automobile an attractive possibility for agency staffs. Reduced traveling expenses induce greater attendance.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58 Street, New York 19, New York

FOURTEENTH ANNUAL NAIRO CONFERENCE
Cincinnati, Ohio
November 15-18, 1960

The Conference theme will be: Looking Ahead in Intergroup Relations -- World, Nation, Community . . . .

This theme will be developed in papers presented at five general sessions during the Conference. The theme, the papers, and the Conference discussions are designed to supplement NAIRO's year-long "Big Think" deliberations. The special issue of The Journal of Intergroup Relations (Volume I, No. 2) is virtually required reading for all participants.

Three of the general sessions will be followed by concurrent discussion groups, which will meet for 2-3 hours each afternoon. There will be 12-15 of these groups, each consisting of 20-25 people. Conference participants will be assigned arbitrarily to a group (to insure agency and geographic spread) and will be asked to remain with the same group for the three afternoons.

Each group will have a discussion leader, who will preside at the group's three meetings. He will attempt to guide discussion toward some consensus on local implications of the world and national trends sketched by the major sessions' speakers. He will be provided with a list of questions and discussion sub-topics for each afternoon's meeting.

Each group will also have a reporter, who will serve for the group's three meetings. He will NOT take elaborate notes or a full record of the discussion. He will record, instead, simply the areas of consensus and of clear disagreement. These he will report to his group at the end of each session, as a summary. Following each session, he will also meet with the other groups' reporters to present his summary to the Conference Reporter (JOHN MORSELL, Assistant to the Executive Secretary, NAACP).

At the final morning's session, before discussion and adoption of the Statement of Concern, the Conference Reporter will present to the Conference a synthesis of consensus emerging from all of the discussion groups on each of the three major topics.

NOTE: On Monday evening, November 14th, there will be a briefing session and reception for the discussion leaders and reporters. (8-10 P.M.) It is important that all attend.

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The general sessions and concurrent discussion group meetings, all relating to the Conference theme, are described below.

(1) Tuesday, November 15, 12 noon - Luncheon Meeting
Topic: "The Changing Status of Racial Groups"
Speaker: (to be announced)

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(A new self-image. A growing consciousness of racial community. New initiative and new leadership. The new nationalism in Africa. Elements of racial chauvinism at home and abroad. The Southern "sit-ins" and their implications. New challenges to discrimination and segregation.)

(a) Tuesday, November 15, 2-5 p.m. - Concurrent Discussion Groups (12-15 meetings of 20-25 people each).
Topic: Local implications of world and national trends sketched by Luncheon speaker.

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(2) Wednesday, November 16, 12 noon - Luncheon Meeting
Topic: "The Changing Status of Religious Groups"
Speaker: DAVID DANZIG, National Program Director, American Jewish Committee

(Intercreedal competition, shifting interreligious relationships, and growing religious group consciousness at home and abroad. Christianity and Islam in Africa. Religion and nationalism in the Middle East. Religion and politics in Europe -- and in the U.S.A. Religion and suburbia. Development of a true religious pluralism.)

(a) Wednesday, November 16, 2-5 p.m. - Concurrent Discussion Groups (12-15 meetings of 20-25 people each; same group breakdown as on Tuesday).

Topic: Local implications of world and national trends sketched by Luncheon speaker.

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(3) Thursday, November 17, 10:30 - 12 noon - General Session
Topic: "The Changing Nature, Scope & Theory of Intergroup Relations"
Panelists: WILL MASLOW, Acting Director, American Jewish Congress
FREDERICK B. ROUTH, Executive Director, Michigan Fair Employment Practices Commission
(Third panelist to be announced)

(In the light of "decade ahead" trends in interracial and interreligious relations, as sketched by Tuesday's and Wednesday's speakers, what are the challenges to intergroup relations professionals? What new knowledge, new approaches, new techniques, new agency programs are needed? How do we develop these?)

(a) Thursday, November 17, 2-4 p.m. - Concurrent Discussion Groups (12-15 meetings of 20-25 people each; same group breakdown as on Tuesday).

Topic: Local implications of trends suggested by morning panelists.

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(4) Thursday, November 17, 7 p.m. - Banquet
Topic: "The Role of Education in Integration"
Speaker: Dr. CHARLES WESLEY, President, Central State College, Wilberforce, Ohio

(NO discussion groups will follow this address.)

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(5) Friday, November 18, 12:30 p.m. - Luncheon Meeting.
Topic: "The Changing City"
Speaker: (to be announced)

(Implications of migration and mobility, automation, political shifts, the changing tax base, industrial movement to suburbia, urban renewal, etc., for intergroup relations in the city of 1970.)

(NO discussion groups will follow this session, the final one of the 1960 Conference. Instead, the Conference Program Committee has recommended that this be the theme for the 1961 meeting in San Francisco.)

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

ANNUAL MEMBERSHIP MEETING
CINCINNATI, OHIO
NOVEMBER 15-18, 1960

MINUTES

TUESDAY, November 15, 1960: A quorum of the membership present; Frederick B. Routh, President, presiding.

The first draft of the Annual Statement of Concerns and Commitments was presented by Joseph Robison, chairman of the Resolutions Committee. Action was deferred until Friday morning, November 18th.

The report of the Nominating Committee was presented by Booker T. McGraw, chairman. (See APPENDIX, Board Minutes, November 14th Meeting). After floor discussion, the following motions were adopted:

(1) In the future, the mail ballot shall be accompanied by brief biographical sketches of all candidates.

(2) An election board, consisting of the Executive Secretary and two nearby Board members (appointed by the President), shall be established each year to receive and tabulate mail election ballot returns and to certify results to the Annual Meeting.

(3) The Legal Committee shall draft an amendment to the NAIRO By-Laws containing, in appropriate language, the following provisions:

* The members of each region shall each year nominate three individuals who are not members of that region, to serve on the Nominating Committee for the following year.
* The names of the 24 persons so nominated shall appear on the mail ballot sent out that year; from these 24 persons, eight shall be elected by vote.
* The President shall have the right, following the election, to appoint three additional members-at-large.

AMENDMENT: This matter shall be referred to the Board of Directors for further study and for assignment to a committee to be appointed by the President, to draft language that will carry out the intent of the Nominating Committee.

(4) The Nominating Committee shall submit at least two names for each office to be filled. (Vote: FOR, 44; AGAINST, 39)

(5) The Legal Committee shall examine the above motion to ascertain if it is compatible or in conflict with the By-Laws, reporting back to the membership during this Annual Meeting.

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(6) The report of the Nominating Committee and the intent of its recommendations was accepted.

The following memorial resolutions were adopted unanimously:

(1) The death of JOSEPH KAPLAN in Boston, Massachusetts this month is noted sadly by his fellow-members. His was a unique contribution to the field of intergroup relations, and we shall all miss his leadership and his warm friendliness.

(2) NAIRO recalls with sadness the news of the death of ELEANOR WRIGHT earlier this year. The loss of her talents and dedication will be felt in our field and in the hearts of those who called her friend.

(3) NAIRO pauses in its deliberations to take saddened note of the death of BORIS JOFFE, our colleague and friend. His wise counsel and mature leadership will be missed, not only in his own community but by all who labor for a more democratic society.

(4) To the family of FRED GROSSMAN we extend our deepest sympathy upon his tragic death on August 19, 1960. The Anti-Defamation League, the community in which he lived and worked, the National Association of Intergroup Relations Officials, and intergroup relations workers have lost a skilled and dedicated worker and colleague.

Respected for his wise counsel and held in affection for his warmth and honesty, he earned the trust and admiration of all who knew him. To those of us in NAIRO especially, to whom he gave unstintingly, his death leaves a void which will not be filled. He will be remembered and revered.

WEDNESDAY, November 16, 1960: A quorum of the membership present; Frederick B. Routh, President, presiding.

Frank S. Loescher reported for the Committee on International Relations, sketching the development of the committee and its various assignments, including the international survey of intergroup relations work (to which the Committee has given first priority and for which it now seeks foundation support).

Frances Cousens reported for the Membership Committee, outlining the sharp rise in membership around the country (total today: 681) and describing the recruitment efforts of her committee.

The report of the Executive Secretary is appended.

George W. Culberson reported for the Resources and Planning Committee, outlining its history, composition, and activities during 1960.

On a motion by Frederick B. Routh, seconded by Robert Greene, the following amendments to the NAIRO By-Laws were adopted:

In Article IX, Section 1, insert as sub-section:

"d. A Legal Committee, which shall advise the Board of Directors (and Executive Secretary, if any) on legal matters relating to the Association. The Chairman of this Committee and its members shall be appointed by the President, with the advice

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and consent of the Board. The Chairman shall be designated as Legal Counsel and, if not otherwise a member of the Board, shall serve ex officio during his term in office."

In Article VII, Section 1, change the first sentence to read:

"1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-four (34) members, and not less than eighteen (18). . . ."

Samuel Spiegler, editor, The Journal of Intergroup Relations, reported on the editorial policy, history, circulation, promotion, and future plans of that quarterly.

FRIDAY, November 18, 1960: A quorum of the membership present; George W. Culberson, President, presiding.

Burton I. Gordin, Treasurer, presented his report for the period, January 1-November 9, 1960. (See Appendix, Board Minutes, November 14th Meeting).

Reporting for the Finance Committee, Mr. Gordin also outlined the financial prospects for the Association during 1961 and described the Life Membership category and the Development Fund, both established by the Board of Directors during 1960.

A resolution on employment of NAIRO members was adopted. (See APPENDIX, Board Minutes, November 18th meeting).

The 1960 Statement of Concerns and Commitments was adopted.

Respectfully submitted,

JOHN V.P. LASSOE, JR.
Secretary pro tem

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

THE INTERGROUP RELATIONS WORKER AND THE PERPETUATION OF THE SPECIES

Annual Report of the Executive Secretary
Cincinnati, Ohio - November 16, 1960

In this year's report to the membership, I want to focus on just one aspect of NAIRO's concern and activity in the intergroup relations field: the problem of supply and demand in professional replacement.

There is little likelihood that the intergroup relations worker will die out by virtue of being unwanted or unneeded, but there are indications that he may one day fade away for lack of replacement.

The field's personnel needs mount steadily, but our manpower supply is almost static. With appetites whetted by budget increases or staff turnover, agencies turn hungrily to gobble up new workers, only to find a shortage of qualified people within the profession (for higher-level openings) and an inadequate flow of promising recruits (for junior professional vacancies). Jobs can and do go unfilled, even begging, for months on end.

There are, we estimate, 100 job openings in intergroup relations agencies each year. Frankly, there is evidence that even this figure is low; NAIRO posts only forty to sixty vacancies annually, but does not include openings in the major national private agencies or in many public agencies bound by rigid residence requirements. In any case, the number of openings is increasing each year, probably for a variety of reasons:

(1) In addition to normal attrition (death, retirement, intra-agency advancement, normal inter-agency movement, and departures from the field), there are signs of greater restlessness among intergroup relations workers. There was certainly an enormous amount of job-shifting in the twelve months ending last June, and, while this may be the normal consequence of a field's advance to maturity, it wreaked havoc with NAIRO's addressograph plates.

(2) An unusually large number of new jobs have been created in public agencies. Budgets have been climbing steadily, and each month sees the birth of at least one additional staffed municipal agency (just as each legislative season sees the creation of one or more staffed state bodies). Even the federal government has been active in this regard, and there is reason to suggest that it may be even more so in the future. Significantly, the steadily swelling flow of inquiries relating to the establishment of public agencies in the South has begun to include the first requests for help in finding professional staff.

(3) There is growth in the number of intergroup relations jobs in peripheral fields or, at least, an increase in the number of requests from such agencies for people with intergroup relations experience. Boards of Education, housing and redevelopment agencies, community councils, and neighborhood centers seem, more and more, to want what we have to offer -- even if we are hard-pressed to define just what that is.

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This lusty demand for the flesh of intergroup relations workers may be reassuring for those of us troubled about job security, but it is raising monstrous problems for agencies that have positions to fill. I suggest here that we must move rapidly to find answers to some pressing questions:

(1) What are we looking for in our replacements? How long can we continue to issue job descriptions that call for "x years of intergroup relations experience," without defining some of the skills, knowledge, and other professional attributes that we seek? This lack of definition is a problem at all levels, but is most painfully obvious in the recruitment of junior professionals or in the counseling of those who would prepare for careers in our field. (Within NAIRO, this continues to be the major concern of the Professional Standards Committee, but it must be said that, while successive committees have labored diligently and productively, our cumulative progress toward definition has been negligible.)

(2) Where do we find our replacements? At lower job levels, there is no ready answer. Whether we are trying to attract people fresh out of graduate school or to lure them from peripheral fields, the problem of lack of definition is compounded by the lack of ready channels into the field. The number of newcomers needed each year is still relatively small, perhaps too small to justify a network of full-fledged training centers, but we must somehow find and train this new blood. Lacking the replacement supply that other fields find routinely in their professional schools, we must locate or develop alternative sources, at least temporarily.

The thirsty quest for new blood is complicated, of course, by one peculiar feature of intergroup relations employment: there are almost no beginners' jobs! Of forty jobs posted by NAIRO in its Personnel Registry since last November, for example, all required at least one year of paid professional experience in intergroup relations or a closely allied field (all but one job, in fact, required two years or more).

Here, we can pause to lament the passing of the National Internship Program, ended after a few promising years because of the inability or unwillingness of foundations to provide the necessary partial subsidization (there was no shortage, let me add, of agencies willing and able to pay half of the training cost). In its brief history, the program proved to be a highly successful bridge between academic training and professional employment; its demise leaves the newcomer without that formal channel -- and leaves the field without a training ground!

(3) How then do we train our replacements? If we can attract promising people to the field, what do we teach them? who will teach them? Where will they be taught? Is it to be the job of human relations centers, born or yet unborn? Can the agencies do the job? Is there a role for schools of other professions (e.g. social work)? How will we define the basic knowledge desired, as well as the skill training needed? (NAIRO's Educational and Professional Training Committee, which supervised the Internship Program, should perhaps now concern itself with translating that rich experience into practical guidance for others who may undertake the training of recruits.)

(4) Finally, how do we place our replacements? Despite the need for workers at all levels, placement is beset by a host of problems. For one thing, promising recruits may not be available in the city that has the job opening: one public

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agency searched for nearly a year to fill a beginner's post that required no experience! This is, of course, compounded by the fact that most agencies lack funds for out-of-town applicants' travel to interviews: another public agency invited distant workers to come for interviews -- but warned that it could pay travel expenses of only the person finally hired! This lack of funds for recruitment travel virtually insures that the search for talent will be confined to the immediate vicinity.

There is, secondly, a growing tendency within public agencies to require or, at least, prefer that applicants be residents of that city or state. In many cases, this is crystallized in law or in civil service regulations; even where it is not mandatory, however, commissions are sensitive to the general feeling that native sons should get available government jobs. While this is not unnatural, it may prevent consideration of far better qualified candidates.

Residence enters into another aspect of intergroup relations placement: the filling of agency positions in the South. In almost every instance, Southern residence or, at least, prior exposure to the South is deemed essential. Since the delicate and demanding nature of Southern intergroup relations work also dictates an experience requirement, and since there are still relatively few intergroup relations workers in the South, the filling of these positions presents extraordinary problems. (Rather than urge any waiving of Southern background or experience as prerequisites for agency employment, I would here stress the urgent necessity for a revived NAIRO Internship Program in that area.)

I am moved to turn briefly to the question of in-service training and professional growth. How, in effect, can we best prepare the field's current workers for higher-level openings?

Within large agencies, there is always the possibility of formal and systematic in-service training. I am not sure that this is as common as it should be. In any case, smaller agencies -- far more numerous than large in our field -- face a different problem: who trains a one-man staff or, if there are two, is Horace Mann's concept of education appropriate for professional training? This must apparently be tackled on a city-wide seminar basis or through regional conferences and institutes. NAIRO could indeed be the vehicle, but, unless foundation funds can be found, agencies must be persuaded to set aside budget money for this type of program.

In order to keep alive an intriguing idea, I mention again a self-development proposal first noted in the publication of the American Association of University Professors: namely, that an amount equivalent to 4% of each worker's salary be set aside in the agency budget, for his use in professional growth -- including courses, books, travel to professional meetings, research projects, or any other programs approved by, let us say, a staff or Board committee.

Thinking even more specifically of the NAIRO structure, I have wondered, usually without arriving at answers, about the possible role in professional growth of NAIRO Commissions and Departments. The former focus on substantive areas of concern: how can they best transmit to the intergroup relations worker the concepts and knowledge that they develop or synthesize? The latter focus on method or technique, generally in terms of agency role: how can they best involve themselves in advanced skill training? How, in short, can we develop an ever-expanding textbook for our field

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and its professionals?

THE JOURNAL OF INTERGROUP RELATIONS is one of the brightest jewels in NAIRO's crown. I can say this without being immodest because the credit goes elsewhere: to Samuel Spiegler, the Editor; to the Editorial Board and its chairman, Theodore Leskes; to the contributors, of whom we need many more; and to the Board of Directors, who had the courage to plunge into a venture that is still heavily subsidized. Hearing all the favorable comment and excited reaction to this quarterly, I wonder how it can best be used as an aid in professional growth. Can there be staff meetings built around analyses and discussion of key articles? Does the JOURNAL merit the "required reading" designation? Can local chapters pick up some of its articles as the subject of their meetings?

I have asked many questions because I feel that they are part of a broad concern that we share. In saying that the field must occasionally raise its eyes from the difficult and demanding work at hand, to focus on such matters as standards, training, recruitment, placement, and professional growth, I risk the charge that I am off again on the professionalism kick. Heaven knows, enough people see in me the incarnation of all they believe NAIRO is doing and will do to rob intergroup relations of the bloom of dedication.

What those critics fail to see, and what I want to be sure no one else fails to see, is that professionalism is -- in the best sense and in the only sense in which I construe it -- the conscious effort to substitute for trial and error (sometimes unkindly called "dedicated ignorance") planned activity, based on the whole field's evaluated experience and carried out by people equipped by temperament and training (or their own experience) to do the job effectively. One aspect of professionalism is the preparation of those workers, and -- in many ways -- this is now our most important collective task.

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APPENDIX

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Resolution on EMPLOYMENT OF NAIRO MEMBERS

There is a belief by a number of NAIRO members that NAIRO has a responsibility to protect the job security and right to work of its members. This responsibility is inherent in the nature of a professional organization.

Hiring, upgrading and job maintenance with undue regard for non-performance factors such as religion, national origin, race, political affiliation, organizational membership, and matters of the conscience, is anathema to the very principle for which NAIRO stands. The prime employment consideration must be that of merit, as it must be for employers in the larger employment market.

To work toward this goal, the following recommendations are hereby presented:

1. that the NAIRO membership accept this resolution in principle at the 14th Annual Conference

2. that, at the same annual conference, the NAIRO membership instruct its incoming Board of Directors to organize a committee or activate any existing committee whose responsibilities will be the following:

   A. make a thorough investigation of the problem referred to in this resolution

   B. develop broad professional standards which employing agencies should use in the selection of personnel and, at the same time, enumerate those standards or ethical considerations which should <u>not</u> be used

   C. develop a workable plan of procedures through which the machinery of communication with and policing of agencies employment NAIRO members may be put into effect so that the intent of this resolution may be carried out

   D. bring the results of its work in the form of definite recommendations for action by the membership to the 15th Annual Conference.

ADOPTED AT ANNUAL BUSINESS MEETING, NOVEMBER 18, 1960.

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street New York 19, New York

NAIRO BOARD OF DIRECTORS:
POST-CONFERENCE MEETING
NOVEMBER 18, 1960

MINUTES

PRESENT: George Culberson, presiding; Helen Amerman, Arnold Aronson, John Binkley, Louise Blackham, Virginia Coffey, Frances Cousens, Lloyd Davis, Frank Fager, Irving Goldaber, Burton Gordin, K.C. Jones, Jr., Theodore Leskes, Frances Levenson, Wade Mackie, Booker T. McGraw, John Morsell, Alan Reitman, Frederick Routh, Edward Rutledge, John Yoshino.

Guests: Marshall Bragdon, Samuel Danley, Robert Greene, William Gremley, Carl Hanley, John Hope, II, Edward Howden, Richard Meana, John Lassoe.

I. Theodore Leskes was named by the President, and approved by the Board (Routh-Rutledge, CARRIED), as Legal Counsel and chairman of the Legal Committee.

John Yoshino was named by the President, and approved by the Board (Davis-Fager, CARRIED), as Membership Chairman.

The President appointed, and the Board endorsed (McGraw-Routh, CARRIED), the following Regional Chairmen: Northeast - Emanuel Muravchik; Middle South - David Sawyer; Southeast - Paul Rilling; North Central - Louis Ervin; South Central - Wade Mackie; Northwest - Louise Blackham; Southwest - Helen Amerman; and Great Lakes - K.C. Jones, Jr.

The President suggested that regional boundaries require careful reconsideration and perhaps redrafting. He will ask the Regional Chairmen to submit their recommendations for boundary changes in time for discussion at the January Board meeting.

The President appointed, and the Board approved (Davis-Binkley, CARRIED) the following Department chairmen: Local Private - Robert Greene; Local Public - Howard McKinney; National Private - Saal Lesser; State Public - Virginia Huebner; Federal Services - Philip Sadler.

The Board elected three of its members (John Yoshino, John Morsell, and Frederick Routh) to serve with the officers on the Executive Committee.

II. The 1961 Budget (attached) was adopted (Routh-Cousens, CARRIED). It was agreed that, although the total amount allocated for use by regional chairmen was cut to $400, each regional chairman could still draw up to $100 for use in his area. Past experience had shown, however, that only a few regional chairmen actually draw on this fund.

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III. Although unable to accept appointment as Conference Chairman, Helen Amerman agreed to help coordinate 1961 Conference activities until a suitable chairman can be found and named. This selection was then deferred until January, as was approval of the exact wording of the Conference theme.

Richard Marks was appointed, and confirmed by the Board (Routh-Binkley, CARRIED), as chairman of the Conference Program Committee, which will be centered in Detroit in 1961.

IV. The Board adopted the recommendations of the Resources and Planning Committee governing the role, function, and structure of NAIRO Commissions (Rutledge-Cousens, CARRIED); (a) that the Commissions be retained, with two name changes - Housing and Family Life to become Housing and Urban Development, and Other Civil Rights to become Civil Rights (with that Commission focusing on some specific area within that broad context, e.g., public accommodations, voting); (b) that the Commissions retain their broad functions, i.e., to report factual developments in their areas of interest and to analyze implications of these for the field and its workers; (c) that the work of the seven Commissions be integrated and coordinated by the Resources and Planning Committee, to which all Commission chairmen would belong; (d) that the membership of each Commission consist of 10-15 experts invited by the Chairman (in consultation with the President), with up to 10-15 additional members allowed to volunteer their services (All Commission members would accept, as a condition of membership, the obligation to attend one meeting annually other than that held at the Annual Conference); (e) that Commissions function on a continuing basis, responsible for an Annual Progress Report to the Board of Directors, but publishing reports, books or other substantive material only when ready to do so (hopefully every three years); (f) that Commissions be represented on the Conference Program Committee and that their Conference sessions be integrated more fully into the basic theme.

In discussion, it was agreed that Commissions need no longer be city-centered and should, indeed, strive for national representation. It was indicated that their representation on the Conference Program Committee would be for purposes of liaison and for the development of better Conference sessions, not for any shaping of Commission study.

The President appointed, and the Board approved (Leskes-McGraw, CARRIED) the following Commission chairmen: Education - H. Harry Giles; Housing and Urban Development - Edward Rutledge; Nature, Scope and Theory - Frederick Routh; Manpower Utilization - John Hope, II; Interreligious Relations - Albert Vorspan; Research Services - George Grier.

Subject to confirmation at a later date, the President was then authorized to appoint alternates, should any of the above decline. (Routh-Goldaber, CARRIED). The President was also authorized to select the immediate subject emphasis of the Civil Rights Commission and to appoint a chairman, subject to later confirmation. (McGraw-Routh, CARRIED).

V. The President appointed, and the Board approved (Binkley-McGraw, CARRIED), the following Committee chairmen: Finance - Burton I. Gordin; ./.

Resources and Planning - Lloyd Davis; Resolutions - Harold Fleming; Interprofessional Relations - John Slawson; Editorial Board - Theodore Leskes; Special Interdepartmental - David Danzig; International Relations - Frank Loescher; International Exchange - William Gremley; Public Relations - Joseph Monserrat.

The President proposed, and the Board approved by consensus, the abolition of the Special Interdisciplinary Committee and the Publications Committee. The President proposed, and the Board approved (Davis-McGraw, CARRIED), a rotation system for members of the JOURNAL Editorial Board: all would serve, as appointed, through 1961, but one-third, or five, of the members would be replaced each year thereafter.

VI. The Membership Committee (Frances Cousens, 1960 chairman) offered its recommendations on the contributors category, Sponsors of NAIRO. As agreed earlier by the Board, non-members contributing $25 or more in any year would be termed "sponsors." Each would receive the JOURNAL for that year, invitations to Conferences and other NAIRO meetings, and other appropriate special mailings (but not the Newsletter or internal business material). Names of Sponsors would be printed in some publication each year.

The President was authorized to appoint a Sponsors Committee of nationally-known lay people, with a NAIRO member as secretary or co-ordinator. (Rutledge-Gordin, CARRIED). This Committee will solicit sponsors or recommend names to be solicited, operating on the national, regional or local level as seems appropriate.

The Board went on record, in establishing the Sponsors category, that NAIRO will consistently strive to avoid competition with local agencies and their fund-raising efforts. (Gordin-Jones, CARRIED).

VII. Frederick Routh was named to head the Development Fund appeal and will sign a letter addressed to all members who have not yet pledged funds. (Jones-Amerman, CARRIED).

VIII. The President was empowered to name co-chairmen for the Life Membership Drive, selecting one professional and one lay member to appeal to their respective categories within NAIRO's ranks. (McGraw-Goldaber, CARRIED)

IX. The Board received a bid for the 1963 Annual Conference from Cleveland professionals. Choice of the 1963 site was tabled until the January meeting (Routh-Binkley, CARRIED).

X. The report of the NAIRO Newcomers Committee (William Gremley, chairman), scheduled for presentation, was tabled until the January meeting (Routh-Mackie, CARRIED). It will be submitted in writing to Board members before that date.

XI. The Board, instructed by the membership to develop wording for a resolution on the New Orleans disturbances surrounding the integration of schools, adopted (McGraw-Yoshino, CARRIED) the following:

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"The National Association of Intergroup Relations Officials, deeply concerned with the current development of lawless defiance of Federal District Court orders in New Orleans, Louisiana, points to the wisdom of the words of Mr. Justice Brandeis:

"'In a government of laws, existence of the government will be imperiled if it fails to observe the law scrupulously. Our government is the potent, omnipresent teacher. For good or ill, it teaches the whole people by its example. Crime is contagious. If the government becomes a lawbreaker, it breeds contempt for law; it invites every man to become a law until himself; it invites anarchy.'

"NAIRO calls upon those in authority in Louisiana to observe and obey the law. We call upon all law-abiding citizens to join with us in recognizing the validity of the action of the Federal District Court in implementing the United States Supreme Court decision of May 17, 1954.

"We call for support of law enforcement agencies -- at every level -- which seek to restore and maintain a state of law and order under which the democratic process and the rights of all are protected."

XII. The Board developed, upon request of the Chicago NAIRO Chapter chairman, advisory rulings on three policy matters that had come before him recently. These were reported by the Executive Secretary.

(1) A request that he, as NAIRO Chapter Chairman, wire all intergroup relations agencies in Chicago, urging them in turn to wire the Governor of Georgia re: The Martin Luther King case.

The Board determined, by consensus, that this would be improper. As a matter of policy, it is not the role of NAIRO to urge action upon agencies. This is not something that the national body would do; as a rule of thumb, therefore, it cannot permit a Chapter to do it.

(2) A request that he, as NAIRO Chapter Chairman, circulate among Chapter members a petition to the Chicago Community Fund, urging it to withhold money from community institutions that discriminate. (Members would have been asked to sign as individuals; the petition would not have been transmitted as a Chapter document.)

The Board determined that, as a matter of policy, all Chapters of NAIRO are prohibited from making public statements on local issues without national Board approval; the Board does not have the information to make a decision on this specific issue, and permission cannot be granted. The use of the office of Chairman, directly or indirectly, as a means of effectuating such action must fall within this same prohibition.

(3) A request that the Chapter Chairman call together the executives of local intergroup relations agencies, to lay the groundwork for a coordinating council which, once independently established, would strive first to marshall support for state FEP legislation.

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The Board determined, by consensus, that this would be improper. It places NAIRO in the role of urging action upon agencies, which is prohibited, and involves indirect stimulation of legislative activity, which is prohibited by the By-Laws. As an association of individuals, NAIRO cannot appropriately become involved in efforts to coordinate agency action; as a rule of thumb then, Chapters and their chairmen are similarly restricted.

The Board instructed the Executive Secretary to send to all Chapter chairmen and Regional chairmen copies of these inquiries and the Board rulings, and, as procedure, to do so in all similar instances in the future. (McGraw-Amerman, CARRIED).

The Board ruled that all such requests for policy determination must, in the future, be referred first to the Legal Counsel for his opinion before being brought to the Board (Amerman-Davis, CARRIED).

XIII. A resolution on employment of professionals (appended), adopted by the membership at the Business Meeting, was referred to the Committee on Professional Integrity, with instructions to report to the Board (at least on its progress) at the January meeting. (Yoshino-Rutledge, CARRIED)

XIV. It was determined that the next meeting of the Board would be held on Friday and Saturday, January 13th and 14th, in New York City. Altering an earlier pattern, the meeting will begin at 4 p.m. on Friday, continue through the evening and the following day, and end at 3 p.m. on Saturday.

The Spring meeting will be held in Detroit immediately preceding the Conference of Commissions Against Discrimination (late May or early June).

Determination of the September meeting place will await calculation by the National Office of Board members' travel distances to various possible sites, in order to select a central one.

XV. The President announced that he would present to the Board, in advance of the January meeting, a memorandum outlining possible reorganization of three committees: Professional Standards, Educational and Professional Training, and Economic Security. The Board will be asked to act on this at that meeting.

XVI. The Board ruled that the Conference Committee should not refund money for meal tickets purchased under the "Package" arrangement but not used (Routh-Binkley, CARRIED). While reasons for refund requests may be legitimate, the Board pointed out that the Conference Committee had -- on the basis of meal ticket sales -- made certain guarantees to the hotel and was forced, in at least one instance, to pay for many uneaten meals.

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In brief discussion of Conference program and arrangements, there was unanimous praise for both, with commendation voted, by consensus, to all involved. Special mention was made of the discussion groups on the three afternoons, and general approval of this innovation was registered.

* * *

The Board, which had convened at 3 p.m., adjourned at 11:15 p.m.

Respectfully submitted,

VIRGINIA COFFEY
Secretary

JOHN V.P. LASSOE, JR.
Executive Secretary

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street New York 19, New York

BUDGET: January 1 to December 31, 1961

ANTICIPATED RECEIPTS

Membership Dues		$10,000
New	$1,500	
Renewal	8,500	
Life Memberships		1,000
Publications		4,750
JOURNAL	4,200	
DIRECTORY	350	
Other	200	
Conference Registrations		1,000
Development Fund		1,500
Sponsors of NAIRO (Individual Gifts)		1,000
Special Grants		13,400
A.J. Comm.	1,000	
Other Agencies	1,000	
UN Steelworkers	1,000	
McGregor Fund	5,000	
Other Fdtns.	4,000	
Other Unions	1,400	
		$32,650

ANTICIPATED EXPENDITURES

National Office:		
Salaries		$15,160
Exec. Sec'y.	$10,000	
Office Sec'y.	4,660	
P-T Clerical	500	
Employee Benefits		420
Hospitalization	100	
Soc. Security	320	
Office Expenses		7,975
Hospitality	100	
Rent	1,500	
Equipment	250	
Postage	1,200	
Printing	1,000	
Telephone	750	
Ofc. Supplies	600	
Travel	2,500	
Subscriptions	25	
Miscellaneous	50	
President's Office		100
Treasurer's Office		395
Bookkeeping	300	
Audit	50	
Postage, Supplies	10	
Bonding	35	
Publications		
JOURNAL (4 issues)		7,500
Promotion		400
Regional Chairmen		
Miscellaneous		100
Debt Retirement		
AJC - $1,800 over 3 years		600
		$32,650

AMENDED BY-LAWS

of the

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

DATE: November 18, 1960

ARTICLE I. NAME

The name of this organization shall be the National Association of Intergroup Relations Officials.

ARTICLE II. PURPOSE

The purpose of the National Association of Intergroup Relations shall be:

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;

2. To facilitate the exchange of knowledge, experience and research among governmental agencies and private organizations dealing with racial, religious, ethnic and cultural relations;

3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ARTICLE III. ORGANIZATION AND ELECTIONS

1. The Association shall consist of one organization representing the entire body of the membership. The Association shall maintain a central headquarters office as designated by the Board of Directors. The Association may establish divisions within the organization as required.

2. The membership of the Association shall determine policies of the Association at the annual meeting, and subject to the mail ballot provisions, shall elect in this order, the Board of Directors, the Officers, and the Nominating Committee for the following year.

ARTICLE IV. MEMBERSHIP

1. Membership shall be limited to individuals and shall be of three classes:

   a. Active: Any person primarily engaged in intergroup relations: in a professional staff capacity, whether salaried or voluntary; as a recognized authority; as a member of the governing body of any agency or commission, or otherwise substantially engaged in the intergroup relations work of an agency or commission related to this field.

b. Associate: Any person subscribing to the basic objectives and program of the Association.

c. Student: Any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations.

2. The Board of Directors shall have authority over admission to membership in NAIRO, but may delegate to the Membership Committee, or its Chairman, or to the Executive Secretary, the power to receive and act upon applications for active membership, provided that such delegates shall, wherever feasible, consult with active NAIRO members in the area from which the application is received. Subject to review by the membership at the annual business meeting, the Board of Directors may suspend or remove from membership, after opportunity for hearings and fair notice thereof, any person whose conduct is deemed harmful to NAIRO.

ARTICLE V. DUTIES AND PRIVILEGES OF MEMBERSHIP

1. The Association shall establish and maintain a schedule of annual fees and dues for the two classes of membership.

2. Each Active member shall be entitled to: vote at any membership meeting; hold office; participate in conferences; serve, by appointment, on committees; receive all regular and special information services; and utilize the services of the Personnel Exchange and such other special services as shall be determined by the Board.

3. Each Associate member shall be entitled to: participate in conferences; serve, by appointment, on committees; and receive all regular informational services.

4. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Association.

5. Any individual, organization or agency may subscribe to the regular informational services of the Association. Special information or other services may be rendered upon request, with or without charge, as the Board of Directors may determine.

ARTICLE VI. OFFICERS

1. The officers of the Association shall be a President, a President-elect, two Vice-Presidents, a Treasurer and Secretary. The President-elect, Vice-Presidents, Treasurer and Secretary shall take office as soon as elected, and shall serve until their successors are chosen; the President shall succeed to his office from the position of President-elect, when the new President-elect shall have been chosen. Elections shall take place at each annual membership meeting (Article X, Sect. 1) or by mail ballot (Article X, Sect. 8).

2. An Executive Secretary may be appointed by the Board, to serve as the Administrative officer of the Association, subject to the

direction of the Board, which may, among other duties, delegate to the Executive Secretary the administrative functions of the Treasurer and Secretary. The Board of Directors may also appoint such other staff as it shall deem desirable to perform such duties as may be prescribed by the Board of Directors.

3. The President shall be the principal executive officer of the corporation and shall in general supervise and control all of the business and affairs of the corporation. He shall preside at all meetings of members and of the Board of Directors. He may sign, with the Secretary or any other proper officer of the corporation authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors, or by these by-laws, or by statute to some other officer or agent of the corporation; and in general shall perform all duties incident to the office of President, and such other duties as may be assigned by the Board of Directors from time to time. He shall make available to the President-Elect whatever information in his judgment will enable the latter to succeed him most efficiently.

4. The President-Elect, in addition to having the regular powers and duties of any member and of any member of the Board of Directors, shall also be responsible for familiarizing himself as much as possible with the functionings of the association.

5. In the absence of the President or in the event of his inability or refusal to act, the Vice-President (or in the event there be more than one Vice-President, the Vice-Presidents in the order designated, or in the absence of any designation, then in the order of their election) shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. Any Vice-President shall perform other duties as from time to time be assigned to him by the President or by the Board of Directors.

6. If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety or sureties as the Board of Directors shall determine. He shall have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies or other depositaries as shall be selected in accordance with the provisions of these by-laws; and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

7. The Secretary shall keep the minutes of the meetings of the members and of the Board of Directors in one or more books provided for that purpose; see that all the notices are duly given in accordance with the provisions of these by-laws or as required by law; be custodian of the corporate records and of the seal of the corporation

and see that the seal of the corporation is affixed to all documents, the execution of which on behalf of the corporation under its seal is duly authorized in accordance with the provisions of these by-laws; keep a register of the post office address of each member which shall be furnished to the Secretary by such member; and in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

8. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term, except that, if the office of President-Elect shall become vacant, it shall remain unfilled until the next regular election of officers, at which time the members shall elect a President for the immediately following term, as well as all the regular officers.

ARTICLE VII. BOARD OF DIRECTORS

1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-four (34) members, and not, less than eighteen (18). Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article X; in addition, any of the six (6) officers who is not otherwise a member of the Board shall serve ex-officio during his term in office. Further, the President shall appoint eight (8) Regional Chairmen of the Association, from eight separate geographic regions of the country, to serve for terms of one year or until their successors are chosen, and these persons shall also serve ex-officio on the Board of Directors, if not already members of the Board.

2. The term of office of the eighteen elected members of the Board shall be for three years, or until their successors are chosen. Six (6) members shall be elected to the Board of Directors yearly. Vacancies shall be filled by appointment of the Board, until the next regular election, at which time a member shall be elected for the unexpired term.

3. The Board of Directors shall report its actions at the Association's annual meeting and shall hold an annual meeting of the Board, immediately after the annual meeting of members, at the same place, without notice. The Board may call such special meetings as may be necessary, at such time and places as it may determine. Special meetings may be called by or at the request of the President or any five (5) directors. Notice of any special meeting of the Board of Directors shall be given at least five (5) days previously thereto by written notice delivered personally or sent by mail or telegram to each director at his address as shown by the records of the corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope, such notice shall be deemed to be delivered when the telegram is delivered to the telegram company. Any director may waive notice of any meeting. The attendance of a director at any meeting shall constitute a waiver or notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because

the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these by-laws.

4. a. The act of a majority of the Directors present at a meeting at which quorum is present shall be the act of the Board of Directors, except where otherwise provided by law or by these by-laws.

b. At meetings of the Board, seven (7) shall constitute a quorum. If less than seven (7) of the directors are present, a majority of those present may adjourn the meeting from time to time without further notice.

ARTICLE VIII. EXECUTIVE COMMITTEE OF THE BOARD

1. There shall be established an Executive Committee within the Board of Directors consisting of the officers and three (3) other members of the Board elected by that body. The Executive Secretary, if any, shall be a non-voting member of this Committee.

2. a. The Executive Committee shall act for the Board between meetings of the Board.

b. A majority of the members of the Executive Committee shall constitute a quorum and a majority of those members present at a meeting shall prevail on all questions if a quorum is present.

ARTICLE IX. COMMITTEES

1. The standing committees of the Association shall be:

a. A Nominating Committee of not less than five (5) persons nor more than eleven (11) persons, the duties of which shall be to nominate for presentation to the annual meeting a slate of officers and directors, with at least one candidate for each vacancy, and a slate of candidates for the following year's Nominating Committee.

b. A Membership Committee, which shall aid in securing members and advise the Board of Directors (and Executive Secretary, if any) on problems relating to eligibility for membership in the Association. The Chairman of this Committee and its members shall be appointed by the President, with the advice and consent of the Board. The Chairman, if not otherwise a member of the Board, shall serve ex officio during his term in office.

c. A Conference Committee, which shall plan and organize the program for the annual meeting, subject to the Board's approval. The Board shall appoint the Chairman and members of this Committee.

d. A Legal Committee, which shall advise the Board of Directors (and Executive Secretary, if any) on legal matters relating to the Association. The Chairman of this Committee and its members shall be appointed by the President, with the advice and consent of the Board. The Chairman shall be designated as Legal Counsel and, if not otherwise a member of the Board, shall serve ex officio during his term in office.

2. The Board may authorize the formation of other Committees, not having and exercising the authority of the Board in the management of the Association. Subject to the approval of the Board, the President shall have the power to make interim appointments to the committees authorized by the Board and to create interim Committees and make appointments thereto.

3. Persons not members of the Association may be appointed to serve on the Conference and special Committees.

4. Each member of a Committee shall continue as such until his successor has been appointed, unless the committee shall be sooner terminated, or unless such appointing authority in each case shall have the power of removal, whenever in his or its opinion the best interest of the Association are thereby served. Vacancies in any Committee shall be filled in the same manner provided for the original appointments.

5. a. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

b. Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the Board of Directors.

ARTICLE X. MEETINGS OF MEMBERS

1. The Association shall hold an annual meeting of members and such other meetings as may be necessary to conduct the affairs of the Association, the time to be fixed by the Board of Directors.

2. Special meetings of the members may also be called either by the President, or not less than one-tenth of the members having voting rights.

3. The Board of Directors may designate any place, either within or without the State of Illinois, as the place of meeting for any annual meeting or for any special meeting called by the Board of Directors. If no designation is made or if a special meeting be otherwise called, the place of meeting shall be the registered office of the corporation in the State of Illinois, provided, however, that

if all of the members shall meet at any time and place, whether within or without the State of Illinois, and consent to the holding of a meeting, such meeting shall be valid without call or notice, and at such meeting any corporate action may be taken.

4. Written or printed notice stating place, day and hour of any meeting of members shall be delivered, either personally or by mail, to each member entitled to vote at such meeting, not less than five nor more than forty days before the date of such meeting, by or at the direction of the President, or the Secretary, or the officers or persons calling the meeting. In case of a special meeting or when required by statute or by these by-laws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of a meeting shall be deemed delivered when deposited in the United States mail addressed to the member at his address as it appears on the records of the corporation, with postage thereon prepaid.

5. Any action required to be taken at a meeting of the members of the corporation, or any other action which may be taken at a meeting of members may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the members entitled to vote with respect to the subject matter thereof.

6. The members holding one-tenth of the votes which may be cast at any meeting shall constitute a quorum at such meeting. If a quorum is not present at any meeting of members, a majority of the members present may adjourn the meeting from time to time without further notice.

7. At any meeting of members, a member entitled to vote may vote either in person or by proxy executed in writing by the member or by his duly authorized attorney-in-fact. No proxy shall be valid after eleven months from the date of its execution unless otherwise provided in the proxy.

8. The Board of Directors may authorize elections of directors and officers to be conducted by mail.

ARTICLE XI. CONTRACTS, CHECKS, DEPOSITS AND FUNDS

1. The Board of Directors may authorize an officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these by-laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation and such authority may be general or confined to specific instances.

2. All checks, drafts or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such a manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such

instruments shall be signed by the Treasurer or an Assistant Treasurer and countersigned by the President or a Vice-President of the corporation.

3. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositaries as the Board of Directors may select.

4. The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the corporation.

ARTICLE XII. BOOKS AND RECORDS

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members, Board of Directors and committees having any of the authority of the Board of Directors, and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote. All books and records of the corporation may be inspected by any member, or his agent or attorney, for any proper purpose at any reasonable time.

ARTICLE XIII. SEAL

The Board of Directors shall provide a corporate seal which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal. Illinois."

ARTICLE XIV. WAIVER OF NOTICE

Whenever any notice whatever is required to be given under the provisions of the General Net for Profit Corporation Act of Illinois, or under the provisions of the articles of incorporation or the by-laws of the corporation, a waiver thereof in writing signed by the person entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XV. REGULATION OF INCOME

No part of the net earnings of the Association shall in any way inure to the benefit of any member, director or officer, but this shall not preclude the reimbursement for expenses incurred as such or the payment of compensation authorized by the Board of Directors to the Executive Secretary and other persons for services rendered as such. The Association shall not engage in carrying on propaganda, or otherwise attempting to influence legislation.

ARTICLE XVI. AMENDMENTS

These by-laws may be amended by a majority vote at the annual meeting. Written notice of any proposed amendments shall be submitted to the membership at least 30 days in advance of the meeting;

including either the verbatim proposal, or a fair digest which is sufficient to clearly indicate the contents of such proposal.

ARTICLE XVII. PARLIAMENTARY PROCEEDINGS

In official meeting of the Association, Roberts Rules of Order shall determine parliamentary procedures.

ARTICLE XVIII. LOCAL NAIRO CHAPTERS

1. Members, and only members, of the Association living in the same vicinity may form a local NAIRO chapter to carry out, in their locality, the purposes stated in Article II of the by-laws.

2. Such a chapter shall be recognized as an official local chapter of the Association when, after application to the Board of Directors, it receives a charter from the Board of Directors.

3. Such a chapter, having been chartered by the Board of Directors is entitled to call itself the _____ Chapter of the National Association of Intergroup Relations Officials.

4. Every local chapter affiliated with the Association shall abide by the principles set forth in the by-laws of the Association as interpreted by the Board of Directors.

5. Every local chapter shall elect a chairman, a vice-chairman and a secretary. It may elect or appoint such other officers as it deems necessary to function effectively.

6. Every local chapter shall report once a year to the Board of Directors, through the Executive Secretary, the following.

a. Names and addresses of its officers for the coming year.

b. A summary of its activities for the preceding year.

7. No local chapter may levy dues, fees, assessments or fines upon its members except by written permission of the Board of Directors.

8. No local chapter shall engage in any activity which may be construed as carrying on propaganda, or otherwise attempting, to influence legislation; nor shall any local chapter participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office; nor act in any manner contrary to the by-laws or policies of the Association.

9. The charter of a local chapter may be revoked after due process for due cause when, by decision of the Board of Directors, its continued existence is deemed detrimental to the integrity, effectiveness, or professional standards of the National Association of Intergroup Relations Officials. Such revocation of a charter shall in no way affect the membership status of persons in the Association.

November 18, 1960
New York City

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

1 December 1960

TO: NAIRO Chapter Chairmen
NAIRO Regional Chairmen

FROM: George W. Culberson, President

SUBJECT: National Policy on Chapter Activity

At its November 18th meeting, the Board of Directors gave long and serious attention to three policy questions brought before it by one of the Chapter chairmen. It developed advisory rulings in each case and directed that these be communicated to you for your guidance. This will be done in the future when other such policy questions governing Chapter activity come before the Board. The questions and the rulings follow, as excerpts from a letter to the Chapter Chairman:

"(1) A request that you, as NAIRO Chapter Chairman, wire all intergroup relations agencies in your area, urging them to wire in turn to the Governor of Georgia regarding the Martin Luther King case.

The Board determined that this would be improper. As a matter of policy, it is not the role of NAIRO to urge action upon agencies. This is not something that the national body would do; as a rule of thumb, therefore, it is not something that a Chapter can be permitted to do. The use of the office of Chairman, directly or indirectly, in urging such action must fall within this same prohibition.

"(2) A request that you, as NAIRO Chapter Chairman, circulate among Chapter members a petition to the local community fund, urging it to withhold money from agencies that discriminate on racial grounds. (The Board understood that this petition would be signed by members as individuals and that it would not have been sent to the Fund as a NAIRO Chapter document.)

The Board determined that this would be improper. The issuance of public statements on such issues does not fall within the purpose of NAIRO, as defined in the national By-Laws and in your local By-Laws. The exact area within which Chapter public statements might be deemed consistent with NAIRO purpose remains to be defined, largely through policy rulings on such matters as the one you have noted. While the national Board might authorize public statements on specific local issues, pending

development of clear policy, it does not have sufficient information to make a decision on this matter. Again, the use of the office of Chairman to do that which the Chapter may not do must fall within the same prohibition.

"(3) A request that you, as Chapter Chairman, call together the intergroup relations agency executives in your area, laying the groundwork for a coordinating council which, once established, would strive first to marshall support for state civil rights legislation. (The Board understood that this coordinating body, once established, would not act for NAIRO or even under its aegis.)

The Board determined that this would be improper. It again places NAIRO in the role of urging action upon agencies, which is prohibited, and suggests a link, however indirect, with subsequent legislative activity (forbidden under NAIRO By-Laws). As an association of individuals, NAIRO cannot appropriately become involved in efforts to coordinate agency action; this would not be consistent with NAIRO purposes. Again, the use of the office of Chairman to do that which the Chapter may not do must fall within the same prohibition."

fib
December, 1960

Mailed to 20 home town and minority-group papers

(NAIRO Letterhead)

For further information: John Riordan, Co-Chairman, Northern California Chapter, NAIRO - DO 2-7422

FOR RELEASE DECEMBER 7, 1960

The National Association of Intergroup Relations Officials last night installed the Northern California Chapter of the organization. Some thirty persons connected with race relations work in northern California were inducted as initial members of the chapter by Helen E. Amerman, Southwest Regional Chairman of NAIRO.

In applying for chapter status earlier this year, the group elected as co-chairmen Edward Howden, Chief of the California Division of Fair Employment Practices, and John Riordan, Vice President of the Catholic Interracial Council. The president of the parent, nationwide, body is George W. Culberson, Executive Director of the Pittsburgh, Pennsylvania, Commission on Human Relations.

The group's first major activity will be to host the fifteenth annual national conference of NAIRO, November 7-10, 1961, at the Hotel Whitcomb.

NAIRO was founded in 1947 to advance intergroup relations knowledge and skills, improve standards of professional intergroup relations practice, and further acceptance of the goals and principles of intergroup relations work. Membership is open to any individual subscribing to its purposes. The core of the membership is comprised of persons working professionally in the race relations field and citizens serving on the boards of groups directed to the improvement of intergroup relations.

Members of the chapter are: from San Francisco, Eugene B. Block, Executive Director, Jewish Community Relations Council of San Francisco; Peter E. Haas, member, former San Francisco Commission on Equal Employment Opportunity;

MORE

Miss Jeannette Harris, Program and Administrative Assistant, Council for Civic Unity of San Francisco; Edward Howden, Chief, California Division of Fair Employment Practices; John Riordan, Vice President, Catholic Interracial Council; Morris L. Schneider, Community Consultant, Anti-Defamation League of B'nai B'rith; Nelson Williams, Jr., former NAIRO interne; from the Peninsula, Kent M. Lloyd, Department of Political Science, Stanford University; Tad Masaoka, Intergroup Relations Specialist, Housing and Home Finance Agency, Region VI; Franklin H. Williams, Chief, Constitutional Rights Section, Office of the Attorney General; Harry Winton, Regional Director, American Jewish Committee; from San Jose, Ben Avrech, Chairman, San Jose Human Relations Commission; Mrs. Margaret Newman Butler, Project Office Manager, San Jose Redevelopment Agency; Miss Joan C. Feast, Relocation Chief, San Jose Redevelopment Agency; Mrs. Jean Marie Roest, Secretary, San Jose Council for Civic Unity; from Richmond, William Y. Bell, Jr., Neighborhood House; Elton Brombacher, Commissioner, California Division of Fair Employment Practices; from Berkeley, Dr. Helen E. Amerman, Southwest Regional Chairman, NAIRO; Dr. James T. Carey, President, Catholic Interracial Council; William J. Davis, Executive Director, Stiles Hall YMCA; Frank A. Quinn, Executive Director, Council for Civic Unity of San Francisco; Mrs. Madeleine Stephenson, West Coast Executive Secretary, Encampment for Citizenship; Judge Fred B. Wood, President, Berkeley Committee for Fair Housing; from Oakland, Boris H. D. Clarke, Casework Supervisor, International Institute of Alameda County; C. L. Dellums, Commissioner, California Division of Fair Employment Practices; James L. Faulk, member, North Oakland District Community Council; Rev. Eugene R. Wolfe, Director of Christian Social Relations and Social Service Bureau, Oakland Council of Churches; from Hayward, Dr. Harry A. Grace, Dean of Students, Alameda State College; from Sacramento, Benjamin B. Brown, State Program Supervisor, Services to Minority Groups, California Department of Employment; Wilson C. Riles, Consultant in Certificated Employment Practices, California Department of Education.

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NATIONAL ASSOCIATION OF
INTERGROUP RELATIONS OFFICIALS
426 West 58th Street
New York City, N. Y.

1960 BUDGET

Anticipated Receipts for 1960

Foundation grants		$10,000
McGregor Fund		2,500
Special Funds Drive		1,500
Interest on Savings Account		200
Membership Dues:		
New	$1,500.00	
Renewals	6,500.00	8,000
Publications:		
JOURNAL		3,000
DIRECTORY		3,500
Other		300
1960 Conference: Non-member registration fees		300
		$29,300

**Anticipated Expenditures for 1960

Administration (National Office)		
Salaries		$14,830
Exec. Sec'y.	$10,000	
Office Sec.	4,530	
PT Clerical Help	300	
Employee Benefits		417
Hospitalization	97	
Social Security	320	
Office Expenses		8,120
Hospitality	125	
Rent	1,270	
Equipment	250	
Equipment Reserve	100	
Printing	1,200	
Postage, Mailing	1,200	
Telephone	750	
Office Supplies	600	
Travel	2,500	
Subscriptions	25	
Miscellaneous	100	
**President's Office		200
**Treasurer's Office		435
Bookkeeping	300	
Audit	50	
Supplies	20	
Postage, Telephone	30	
Bonding	35	
JOURNAL OF INTERGROUP RELATIONS (Four issues)		6,060
PUBLICATIONS Commission Reports		400
PROMOTION: Regional Chairmen (8 at $100)		800
INTERNSHIP SEMINAR		1,500
MISCELLANEOUS		100
TOTAL:		$32,862
Anticipated Deficit for 1960:		$ 3,562

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 WEST 58th STREET, NEW YORK 19, N.Y.

STATEMENT OF RECEIPTS AND EXPENDITURES
January 1, 1959 to December 31, 1959

Receipts

McGregor Fund		$ 5,000.00
Special Funds Drive		135.00
Internship Pledges		90.00
Interest on Savings Accounts		227.75
Membership Dues		
New	$ 2,365.00	
Renewals	4,390.00	6,755.00
Reporter Sales		
Bulk	441.25	
Individuals	214.80	656.00
Publications (Journal and Others)		793.51
Stock Dividend		375.02
Return of Telephone Deposit		51.72
Return of Rent Security		231.92
Return of Revolving Funds		154.49
1959 Conference		33.00
Severance Pay Reserve		270.83
Seminar Travel Fund		677.60
Total Receipts		$ 15,451.84
Balance as of January 1, 1959		20,112.84
Total cash to be accounted for		$ 35,564.68

Expenditures

Administration (National Office)		
Salaries		
Executive Secretary	$ 10,000.08	
Office Secretary	4,104.80	
Part time Clerical	273.00	$ 14,377.88
Severance Pay Reserve		270.83
Employee Benefits		
Hospitalization	91.64	
Social Security	227.65	319.29
Hospitality Expense		145.44
Rent		1,465.08
Equipment		51.00
Printing		1,123.45
Postage and Mailing		1,167.83
Telephone		866.03
	Expenditures Sub-total	$ 19,786.83

Expenditures

Sub-total carried forward		$ 19,786.83
Office Supplies		808.30
Travel		2,252.45
Revolving Funds		450.00
Miscellaneous		60.82
President's Office		210.74
Treasurer's Office		
Bookkeeping	300.00	
Audit	30.00	
Supplies	5.45	
Postage and Telephone	31.53	
Bonding Premium	62.50	429.48
Reporter		
Manager's Service	400.00	
Printing	1,127.50	
Postage	126.06	
Miscellaneous	48.10	1,701.66
Special Payment to Publications Editor		500.00
Publications		
Commission Reports	427.50	
Directory	250.00	677.50
Promotion (membership)		
Regional Chairman		72.80
Internship Seminar		1,054.85
Conference Promotion		367.37
Seminar Travel Fund Distribution		854.35
Miscellaneous		18.00
Total Expenditures		$ 29,245.15
Balance on Hand		6,319.53
		$ 35,564.68

Girard Trust Corn Exchange Bank	$ 557.36
Quaker City Federal Savings & Loan Association	968.10
Quaker City Federal Savings & Loan Association	4,794.07
	$6,319.53

ASSETS NOT SHOWN ON CASH STATEMENT

Revolving Fund-Speigler		20.00
Deposit Guarantee		
Travel (Air Travel Card)		425.00
		445.00
Gulf Oil Stock	Approximate Value	14,000.00

Number and Per Cent of Professionals
Employed and Belonging to NAIRO

by

Type of Agency
As of October 14, 1959

	Number of Professionals Employed	Number Belonging to NAIRO*	Per Cent of Professionals Belonging	Per Cent of Total NAIRO Membership**
Local Public	126	121	96.1	22.1
Local and State Private	407	203	49.0	37.2
State Public	139	60	43.1	10.9
National Private	590	96	16.3	17.5
Federal	144	25	17.4	4.6
Associate Members	-	42	-	7.7
TOTALS:	1406	547	38.9	100.0

Fla
Ala
Ga
Miss
NC
SC

Distribution of Membership by Region

	No. Belonging	Per Cent of Membership
Northeast	229	41.9
Middle South	68	12.4
Southeast	18	3.3
North Central	35	6.4
South Central	9	1.6
Northwest	3	.5
Southwest	31	5.7
Great Lakes	154	28.2
	547	100.0
	588	

*Includes non-professionals
**Does not include non-professionals

BY: Mrs. Frances Cousens, Chairman
Membership Committee

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

MEETING: BOARD OF DIRECTORS
DETROIT, MICHIGAN
JANUARY 8-9, 1959

AGENDA

I. Approval of minutes of October meeting (s).

II. Report of the Treasurer: Burton I. Gordin

III. Report of the Finance Committee: Burton I. Gordin, chairman

IV. JANUARY CONSULTATION & "DECADE AHEAD" PROGRAM — Sept —
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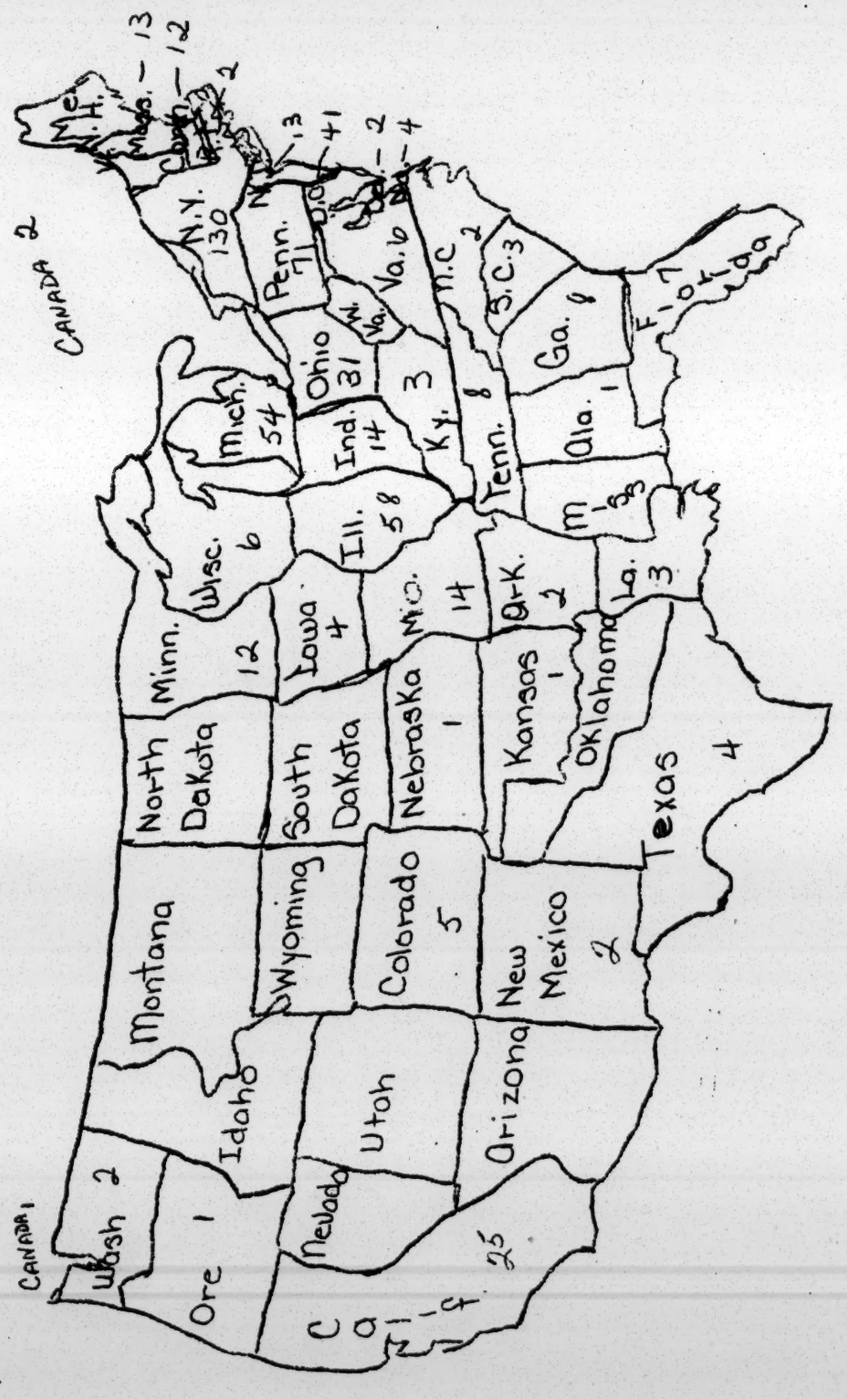
BY REGIONS



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GREAT LAKES - 1 6 3
MIDDLE SOUTH - 6 4
NORTHEAST - 2 4 3
NORTH CENTRAL - 3 2
NORTH WEST - 4
SOUTH CENTRAL - 9
SOUTHEAST - 2 1
SOUTH WEST - 3 2

TOTAL MEMBERSHIP: 5 6 8

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MARCH, 1960

DEPARTMENT		CODE	MEMBERS	TOTAL
Local Public Services	Professionals	1	86	
	Board Members	1A	36	122
Local and State Private Services	Professionals	2	156	
	Board Members	2A	47	203
State Public Services	Professionals	3	49	
	Board Members	3A	13	62
National Private Services-	Professionals	4	95	
	Board Members	4A	5	100
Federal Services		5	25	25
Associate Members and Unaffiliated Professionals		X	56	56
		TOTAL MEMBERSHIP:		568

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PLEASE MAKE THE FOLLOWING CORRECTIONS IN THE NAIRO MEMBERSHIP ROSTER:

LEADERSHIP LIST: The pages should read: 1 - 2 - 3 instead of 2 - 3 - 4.

PAGE 9: Stella L. Counselbaum (instead of Couselbaum)

PAGE 13: Andhil Fineberg (instead of Adnhil)

PAGE 17: Rockwood Jenkins (name indistinct)

PAGE 20: Harold Lett - Department 2 (Department number omitted)

PAGE 29: Mrs. Shirley Adelson Siegel (name indistinct)

fib
MARCH, 1960

NAIRO
426 West 58 Street
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BOARD OF DIRECTORS MEETING
NEW YORK CITY
JANUARY 13-14, 1961

AGENDA

I. FINANCES

A. Treasurer's Report: Burton I. Gordin
B. Finance Committee: Burton I. Gordin, chairman
C. Sponsors of NAIRO
D. Development Fund: Frederick B. Routh, chairman
E. Life Membership Drive

II. ORGANIZATION

A. Executive Secretary's Report
B. Resources and Planning Committee Report: Lloyd Davis, chairman
   * Reorganization of Departments
   * Reorganization of Committees
C. Professional Integrity Committee Report: John Morsell, chairman
D. NAIRO Newcomers Committee Report: William Gremley, chairman
E. Legal Committee Report: Theodore Leskes, chairman
   * Chapter request for policy ruling (Minnesota)
F. Commissions, Departments, Committees
   * Reports: chairmen or B.T. McGraw
   * Appointments
G. Regions, Chapters
   * Regional redistricting
   * Reports, chairmen or John Lassoe
   * Chapter request for ruling on dues levy (Chicago)
   * Charter application: Cleveland

III. CONFERENCES

A. 1960: Arrangements - Virginia Coffey, chairman
   Program (evaluation) - David Danzig, chairman
B. 1961: Progress Report
C. 1962: Approval of dates and site
D. 1963: Selection of city
E. NAIRO Statement of Concerns

IV. SPECIAL PROJECTS

A. International Survey: Frank Loescher, chairman, International Relations Committee
B. Housing Opportunity Program: Edward Rutledge, chairman, Special Housing Committee
C. Southern Field Training Program: John Lassoe

V. OTHER BUSINESS

A. Degree Mills and Bogus Education Institutions - Request for NAIRO Action.

NAIRO

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ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

BOARD OF DIRECTORS MEETING
January 13 & 14, 1961
New York City

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PRESENT: George W. Culberson, presiding; Arnold Aronson, Virginia Coffey, Frances Cousens, Lloyd Davis, Frank Fager, Burton Gordin, K.C. Jones, Jr., Theodore Leskes, Frances Levenson, Booker T. McGraw, John Morsell, Alan Reitman, Frederick Routh, Edward Rutledge.

Guests: Robert Greene, George Grier, John Hope II, Paul Klein, Saal Lesser, Frankye Brown, John Lassoe, Jr.

I. Report of the Executive Secretary

Staff time has focused, since the Annual Conference, on (1) internal reorganization under the new administration, (2) development of the omnibus housing proposal, (3) development of the international survey proposal, and (4) annual dues and Journal subscription billing. Membership now totals 714, an increase of 35 since the pre-Conference Board meeting; the bulk of these new members were enrolled during the Conference, however, and the rate of growth, so phenomenal over the past five months, must be said to have slowed down. Mrs. Brown estimates that 50 of the present membership will fail to renew in 1961; her estimate in 1960 proved to be painfully accurate.

New York State law now requires that employees of non-profit organizations be covered by Disability Benefits Insurance, which pays one-half of weekly salary (up to $50) after the first seven days of illness. Annual premium: $30 per employee. The employer must pay half of this, may elect to pay the full amount. *** (Routh-Leskes) NAIRO shall pay the full premium for its two employees. CARRIED.

II. Report of the JOURNAL Editorial Board Chairman

Mr. Leskes reported that Journal subscriptions reached a high mark of 471 in 1960. Four of these were (unpaid) exchanges. For 1961, or Volume II, there are already 81 paid subscribers, with another 305 expected to renew. A total of 81 first-year subscribers have been dropped, some for failure to pay their bills (a new subscription system has been instituted to remedy this situation) and some who chose, for various reasons, not to renew. Advertising is now being solicited at the following rates: full-page, $30; half-page, $15; and quarter-page, $10. Extensive promotion, including use of sample copies, is planned for early 1961, soliciting both subscriptions and advertising. *** (Aronson-Jones) Add $300 to the 1961 budget, ear-

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marked for Journal promotion. CARRIED.

III. Report of the Resources and Planning Committee

Mr. Davis reported that his meeting had reached agreement on the need for reorganization of the NAIRO Departments, but had been unable to decide on the form of that reorganization. Several ideas had been discussed, and it was felt that these should be studied by a special committee. *** (Davis-Routh) A committee, chaired by Mr. McGraw and including the five Department chairmen, is instructed to survey possible Departmental changes and submit its recommendations to the Resources and Planning Committee before the next Board meeting. CARRIED.

IV. NAIRO Commissions

Reports were received from the chairmen of various Commissions, most of them still in the process of organization. A motion to limit Commission membership to members of NAIRO was defeated. The Commission on Research Services reported that the survey of agency research needs conducted by Herbert Aurbach, Pittsburgh Commission on Human Relations, would be published in cooperation with the Anti-Defamation League, for distribution to members of NAIRO and other appropriate bodies. *** (Grier-Cousens) Authorize publication of the survey, subject to final review of content by the Board at a later date. CARRIED.

Discussion of the assignment of the Commission on Education brought some agreement on the need for a focus on school segregation in both South and North.

V. Housing Opportunity Program

Mr. Rutledge reported on the Housing Opportunity Program proposal, now in all but final form. As presently envisaged, after a number of meetings with housing and civil rights specialists, it would include: (1) a national "Arden House" conference of housing leaders, (2) regional and local "little Arden House" conferences, (3) a training program for housing and intergroup relations personnel (seminars, institutes, on-the-job training), (4) internship training of housing opportunity workers, (5) testing of community action techniques through staffed experimental programs in a variety of cities, (6) training programs at the university level, and (7) establishment of a national program and information center. *** (Leskes-Routh) Approaches to foundations for grants to support the Housing Opportunity Program, as outlined, are authorized. CARRIED. *** (Rutledge-Routh) The Commission on Housing and Urban Life is designated as the advisory board for the Housing Opportunity Program. CARRIED. The Board accepted the fact that the development and supervision of the Program would be the Commission's major assignment this year.

VI. Report of the Treasurer.

Mr. Gordin submitted his Statement of Receipts and Expenditures for the period, January 1, 1960, to December 31, 1960. Receipts were $34,144.56, and expenditures were $38,081.28. The deficit was met from funds on hand at the beginning of 1960. The balance, as of December 31, 1960, is $2,404.03 ($974.70 of this committed to the Executive Secretary's Severance Pay Reserve). *** (Gordin-Routh) Approve Treasurer's Report. CARRIED. (Report appended)

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VII. Report of the Finance Committee

Mr. Gordin presented a revised budget for 1961 operations, showing total anticipated expenditures of $33,010. All but $5,000 - $6,000 of the receipts needed to balance this is firmly anticipated. *** (Gordin-Leskes) Accept the revised 1961 budget. CARRIED. (Revised budget appended) The Treasurer was authorized to establish a revolving fund of $50 for the Membership Chairman, with expenses (primarily mailing) to be charged against the National Office allocations.

VIII. Sponsors of NAIRO

Mr. Culberson reported that the national sponsors' committee was in process of formation. Roland Sawyer has agreed to serve as secretary or coordinator; Mrs. Jonas Salk and Mrs. James Michener are the first to accept appointment as co-chairmen, with others to be invited. The national committee will consist of thirty people, and solicitation of sponsors will begin only when that committee is formed. It will have its own letterhead and will develop its own promotional materials. Once each year, the names of all sponsors (i.e., those contributing $25 or more) will appear in some printed publication.

IX. NAIRO Development Fund

Mr. Routh reported a total of $1,164 paid or pledged to the Fund. At 1960 Annual Conference: 46 pledges ($703); 15 paid ($185). Since 1960 Conference: 10 pledges ($161); 10 paid ($125). Although the figure brings the Fund close to its original $1,500 goal, Mr. Routh observed that some of the paid pledges were credited as 1960 receipts. The 1961 budget still calls for a total of $1,500 to be raised this year.

X. Committee on Professional Integrity

Mr. Morsell reviewed the committee's assignment (Board of Directors: 9/17/60; Annual Meeting: 11/18/60) and reported on its first meeting. The Committee asked that data on agency grievance policies and procedures be gathered, under its direction or by some other NAIRO body. *** (McGraw-Gordin) Authorize the Professional Integrity Committee to collect such data. CARRIED. The Committee asked that it be relieved of the responsibility of developing the "broad professional standards" called for in the Annual Meeting resolution; by consensus, the Board agreed that this was the responsibility of the Professional Standards Committee.

The Committee had agreed that some sort of machinery should be established, to develop a body of precedent and a governing policy through the investigation of actual complaints. The committee had not agreed on the nature of this machinery, and concern had been expressed over some of the problems for NAIRO inherent in intra-agency personnel disputes and their investigation by a NAIRO body. *** (Davis-Routh) As an interim measure, the president is authorized to appoint a committee or panel to investigate complaints alleging violation of professional integrity and to report, with recommendations, to the Executive Committee. CARRIED. It was agreed that complaints would be received from any intergroup relations professional, whether NAIRO member or not.

The committee will continue its study of long-range policy and procedure in this area, using data gathered from agencies, material on policy and pro-

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cedure of similar associations (e.g. AAUP, AJCRW, NSWA), and reports from interim complaint investigations. Chapters will be encouraged to follow the Chicago Chapter example, establishing local committees on Professional Integrity and Economic Security for the compilation of data.

XI. Newcomers Committee

The report of the Newcomers Committee (William Gremley, chairman) was distributed. (See attached) ***(McGraw-Cousens) A simple questionnaire shall be developed in the National Office and sent to all new members with their letter of welcome. It will solicit information on education, employment, nature of duties, etc. CARRIED. *** (Gordin-Routh) The other recommendations in the report are referred to the Membership Committee for such action or further referral as it shall deem appropriate. CARRIED.

XII. Public Policy Statements

Mr. Leskes, NAIRO Legal Counsel, reviewed a Minnesota Chapter request for clarification of its right to issue public statements. In this instance, the Chapter wished to write to Dave Garroway, asking him to advise listeners which Howard Johnson restaurants (the chain advertises on the Today show) have non-discriminatory policies. Mr. Leskes saw no By-Laws prohibition of such action, although he felt that an earlier Board policy ruling (November meeting) might apply to this case.

Discussion turned to the broader question of NAIRO statements on broad issues of national concern. Mr. Culberson suggested that the Statement of Concern was inadequate as NAIRO's sole expression of opinion on matters of public policy and might have to be replaced by specific resolutions. Others suggested that NAIRO should speak out between Annual Conferences, choosing carefully the issues on which it decides to comment. ***(Aronson-Routh) The President shall designate a committee empowered to issue statements, in the name of NAIRO, on matters of public policy covered by our various Statements of Concern. CARRIED. Mr. Culberson named the immediate past president (Routh) as chairman, with the president (himself), president-elect (Davis), secretary (Coffey), legal counsel (Leskes), and chairman of the 1961 Resolutions Committee (Harold Fleming), as members. It was agreed that the committee would be free to speak without further clearance with the Board, provided that its statements were within the context of the Statements of Concern.

*** (Cousens-McGraw) On any statement prepared by the national Committee on Public Policy, the local Chapters are authorized to make public use of same, appending their own supplementary comments on parallel local or regional issues. CARRIED. As an example, if the national committee urged a federal FEPC in a public statement, local Chapters might append to this their own comments on a local or state FEPC.

The Committee on Public Policy was instructed to study the question of Chapter statements on purely local issues, recommending policy and procedure to the Board at its next meeting. Chapters will be invited to offer suggestions, including samples of typical local problems on which they would like to be free to issue statements.

In the light of its prior resolutions, the Board then ruled on the Minnesota Chapter request: ***(Leskes-Routh) The Howard Johnson chain advertising on the Today show is a national matter; the Minnesota Chapter is not free to

issue statements on this until and unless the national Committee on Public Policy speaks out. CARRIED. The Chapter will be notified of this decision.

***(Leskes-Davis) The Board reaffirms NAIRO's policy against affiliating with any group or organization and reminds Chapters that they are bound by the same rule. CARRIED.

XIII. 1960 Conference

Mrs. Coffey reported that the Cincinnati Conference Committee was preparing to turn over to NAIRO the registration fees collected ($1201), the pre-Conference advance ($300), and money raised locally for Conference expenses but not spent (amount indefinite). The total collected in Cincinnati as Conference subsidy was $2,483.75.

Results of the Conference evaluation mailing were reported. Comment was highly favorable, almost unanimously so on arrangements. The concurrent discussion groups and the luncheon speakers were rated "most valuable;" business meetings and the banquest speaker were rated "least valuable." Department meetings were generally regarded as weak.

In Board discussion, there were comments to the effect that the volume of committee meetings suggested a revision in the Conference schedule: committee, department, and commission meetings might be scheduled on the first day, with the remaining three days given over to speakers, concurrent discussion groups, clinics, and business meetings. It was also suggested that the number of luncheons be reduced, although some noted that the hotels counted on the revenue from these and might charge for the use of meeting rooms if the number of luncheons was cut too low.

***(Gordin-Fager) Accept the 1960 Conference Committee report, expressing NAIRO's deep appreciation to Mrs. Coffey, Mr. Danzig, and their respective committees. CARRIED BY ACCLAMATION.

XIV. 1961 Conference

A letter from Helen Amerman, Conference coordinator, reported the formation of eight Conference subcommittees -- with the work of one (Finance) already under way. It is expected that Frank Quinn will soon be free to assume his duties as Conference Committee chairman.

XV. 1962 Conference

***(McGraw-Levenson) Approve the Sheraton Park Hotel as the site, and Wednesday-Saturday, November 28 - December 1, as the dates, for the 1962 Annual Conference. CARRIED. (The switch from the traditional Tuesday beginning was advanced as an answer to complaints that the four-day conference took professionals away from their offices for too long a period of time.)

XVI. 1963 Conference

***(Jones-Routh) Accept Cleveland as the site for the 1963 Annual NAIRO Conference. CARRIED. ***(Routh-McGraw) Express appreciation for the Miami invitation for 1963 and hope that it may be extended another year. Ask that future invitations include firmer commitment by all NAIRO members

and other professionals in the area. CARRIED. In arriving at its decision, the Board noted that the Miami invitation had not been extended by a body of local members and professionals, and feared that there might be an inadequate understanding of the amount of work involved. It was also noted that, if Miami followed Washington, D.C., the traditional "east-west" rotation of Conference sites would be broken.

XVII. June Board Meeting

The Board will meet on June 16 (4 p.m.) and June 17 (until 3 p.m.), in Detroit. This meeting will precede the Conference of Commissions Against Discrimination.

XVIII. Regional Reports

Regional Chairmen reported, in person and by letter, on regional conferences being planned (Great Lakes, Detroit, June 10-11; South Central, Little Rock, April 13-14; Middle South, possibly Baltimore, in the Spring) and on Chapters in the process of formation (Atlanta, St. Louis, Boston).

It was decided that thoughts on the redistricting of regions were too tentative for action at this time; regional chairmen and Board members were asked to continue their exploration of this question.

Mr. Culberson raised the question of fostering Chapter discussion and study leading to professional growth, and asked if it might not be necessary to name some officer or Board member to serve as liaison between national and local bodies, in addition to the Regional Chairmen, who already have this responsibility. It was felt that this might overstructure the National-Chapter relationship, but it was urged that greater inter-Chapter communication be fostered by the National Office. It was also suggested that Chapter and Regional chairmen, or their representatives, meet during the Annual Conference, to discuss common problems.

XIX. Chapter Charter

The Board received a request from Cleveland members, approved by the Great Lakes Regional Chairman, asking that they be chartered as the Cleveland Area Chapter. ***(Routh-Fager) Grant Cleveland Chapter charter, conditional upon insertion in Chapter By-Laws of (a) more exact definition of Chapter area, e.g., by counties, and (b) the standard clause (national By-Laws, Article XVIII, Section 8) prohibiting legislative and political activity. CARRIED.

XX. Chapter Dues

Upon request from the Chicago Chapter, duly approved in mail referendum by a clear majority of local NAIRO members, the Board voted to ***(Levenson-Davis) Approve the levying by the Chicago Chapter of a $2 annual assessment, over and above national dues, on its members to cover local meeting and mailing expenses. CARRIED.

XXI. Resolution on Presidential Civil Rights Action

***(McGraw-Coffey) Authorize a special committee -- Culberson, Aronson, Routh, Morsell, Leskes -- to draft and send to President Kennedy a Board resolution on civil rights action and federal appointments, including our

commendation of the Weaver appointment. CARRIED.

XXII. International Survey

***(McGraw-Leskes) Approve the International Survey proposal as presently drafted, but direct that a 15% administrative item be added to the project budget. CARRIED. (Draft proposal attached.)

XXIII. Southern Field Training Proposal

Discussion of the first draft of this proposal brought these suggestions: (a) change name to Southern Field Work Program, (b) gather evidence of need for program and, possibly, commitments to match training grants, (c) open door to possibility of training in North of Southerners who would later return to South. ***(McGraw-Jones) Consult with Harold Fleming and other Southern professionals and agencies, redraft proposal, and report back to Board of Directors or Executive Committee. CARRIED. The Executive Secretary was charged with this responsibility.

XXIV. Degree Mills and Bogus Educational Institutions

A request from William Shannon, American Association of Junior Colleges, for NAIRO action on the use of bogus educational degrees by persons publishing anti-civil rights tracts (thus lending their pronouncements as academic authority that they do not deserve) was discussed. The Board determined that NAIRO was not equipped to cope with this specific problem of bogus degrees, although it deplored circulation of the type of material described by Mr. Shannon.

XXV. Affiliation with National Conference on Social Welfare

The Board received a report from Dr. John Slawson (chairman, NAIRO Committee on Interprofessional Relations), outlining the advantages of affiliation with the NCSW and recommending that NAIRO apply for Associate Group membership. Some present felt that such membership would be of value; others suggested that it might be unwise to make exceptions to the policy against affiliation with organizations of any kind. Due to the lateness of the hour, no action was taken.

Respectfully submitted,

VIRGINIA COFFEY
Secretary

JOHN V.P. LASSOE, JR.
Executive Secretary

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January, 1961

REPORT OF NAIRO NEWCOMERS COMMITTEE

December 22, 1960

The following is a report of the Newcomers Committee which met on Tuesday evening, November 15, 1960, in Cincinnati, Ohio, at the 14th Annual NAIRO Conference. Present were: Robert J. Greene, Mrs. Frances R. Cousens, Saal D. Lesser, George Schermer, and the chairman.

At the first Great Lakes Regional NAIRO Conference held in Toledo, Ohio, June 10-12, a significant topic of discussion during the informal gathering at the conference was a concern relating to the reception of newcomers to NAIRO itself. This took the form of several questions as follows:

1. How can new NAIRO members be made to feel welcome?
2. How can NAIRO orientate new members to the intergroup relations profession itself?
3. How can NAIRO more effectively deal with new members to give the most in benefits of membership?

These concerns were subsequently expressed to the NAIRO Board which then appointed the Newcomers Committee to consider them. At this meeting in Cincinnati, the committee dealt with these questions in full. The following are the suggestions and recommendations which form this committee report to the Board:

A. It is recommended that the NAIRO office furnish the committee a break-down of the approximately 60-80 new members which joined NAIRO in 1960. This breakdown should include information as to job or academic standing, home and office address and any other helpful informatikn that may be found on the membership application form.

The committee would utilize this list of names as a basis for sending out a questionnaire to these new members asking for answers to such questions as:

1. Why I joined NAIRO.
2. How NAIRO can help me in my future work.
3. What particular aspects of NAIRO are of most value to me.
4. What is your concept or evaluation of NAIRO itself.

Following the receiving of these questionnaires, the committee would then be in a position to better evaluate or expand the other recommendations which form a part of this report.

B. It is recommended that the NAIRO office expand its services to the following categories of new or potential members:

1. Graduate and undergraduate students majoring in the social sciences, particularly sociology. Contacts with heads of departments of sociology with reference to ascertaining names of students particularly interested in intergroup relations as a career would be helpful.
2. Recently employed staff workers new to the field.
3. New Board members.

Either the NAIRO office or departments, commissions, or standing committees could explore ways to stimulate interest in NAIRO on the part of the above three categories. The cover letter to heads of departments of sociology, for example, could cover NAIRO history, the field itself, the problem areas, as well as some indication of job services.

C. It is recommended that the regional chairmen expand their role with reference to newcomers through the following suggestions:

1. The NAIRO office could send names of new members, student or regular, to the regional chairman who in turn would either write them a welcoming letter or, if possible, arrange a visit in person. Efforts could be made to involve new people in regional or chapter conferences. In this respect, some liaison with the regional and chapter chairmen could be arranged.
2. Assign to the regional chairman the responsibility for seeking out and involving in the program new members from the various regions who may be attending an annual or regional conference for the first time.

D. It is recommended that the Board consider the following suggestions concerning the involvement of new members in annual and regional conferences as follows:

1. The creation of a permanent hospitality committee at all conferences to seek out new members. The NAIRO office could give such committees the names of new people in advance of the conferences. In no way should these efforts be equated with the typical "service club" approach used at the many national conventions; rather, it should be a sincere effort to involve new members in formal and informal sessions of the conference.
2. With due regard for competency, effort should be made by the conference program committee to involve new members in the program itself. For example, a new and qualified academic member could be invited to participate on a panel or present a paper.
3. The conference program committee could give consideration to a special session for new and old academic members. Such sessions would not necessarily be tied in to research alone but would discuss community problem involvement of the institutions represented by the participants.
4. New members should be urged to attend Board meetings before and after the annual conference.

E. It is recommended that consideration be given to the development of various orientation materials for new members. This could be accomplished either at the national office or by the regional and chapter chairmen or local agencies. Such a proposal would involve materials organized into various categories depending on the background or specialties of the new members themselves and various materials according to subject matter could be sent to new members, either directly from the NAIRO office or through the region. A new staff worker, for example, in the employment department of a public agency could use material dealing with employment intergroup problems.

The Newcomers Committee recognizes that not all of the above suggestions are feasible at this time and some may be linked with the proposed enlargement of the national staff, particularly the suggested position of a public relations specialist. However, the committee believes that some suggestions, if adopted by the Board, could be put into effect in time for the San Francisco Conference, if not for the various spring regional conferences.

Respectfully submitted,

/s/ William Gremley
Chairman

Treasurer's Office
NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building
Philadelphia 2, Pa.

STATEMENT OF RECEIPTS AND EXPENDITURES
January 1, 1960 to December 31, 1960

RECEIPTS

McGregor Fund		$ 2,500.00
Special Funds Drive		2,409.50
Interest on Savings Account		106.35
Membership Dues		
New	$ 3,315.25	
Renewal	6,630.00	
Life	500.00	10,445.25
Publications		
Journal	4,387.00	
Directory	820.25	
Civil Rights	1,263.75	
Others	102.75	6,573.75
Development Fund		175.00
Gulf Oil Stock Dividend		201.06
Sale of Gulf Stock		10,638.81
Turnpike Press Refund		100.00
Seminar Travel Fund (1959 William Penn Center)		176.75
Air Travel Deposit Refund		425.00
Return of Revolving Funds		284.53
Return of Regional Advance		106.56
Total Receipts		$34,144.56
Balance as of 1/1/60		6,340.75
Total cash to be accounted for		$40,485.31

EXPENDITURES

Administration (National Office)		
Salaries		
Executive Secretary	10,000.08	
Office Secretary	4,550.04	
Part Time Clerical	699.01	15,249.13
Employee Benefits		
Hospitalization	102.24	
Social Security	262.44	364.68
Office Expenses		
Hospitality	94.04	
Rent	1,341.76	
Equipment	238.78	
Printing	1,433.06	
Postage and Mailing	1,282.86	
Telephone	676.32	5,066.82
Subtotal-Expenditures		$20,680.63

TREASURER'S STATEMENT - 2

EXPENDITURES (continued)	Subtotal carried forward	$20,680.63
Office Supplies	$ 617.38	
Travel	2,924.09	
Subscriptions and Publications	38.40	
Revolving Funds	450.00	
Miscellaneous	12.75	4,042.62
Treasurer's Office		
Bookkeeping	300.00	
Audit	50.00	
Postage	5.85	
Bonding	62.50	418.35
Publications		
Journal	7,448.74	
Directory	2,099.00	
Civil Rights Report	2,095.00	
Commission Report	454.30	12,097.04
Promotion (Regional Chairmen)		291.14
January Consultation Honorariums		180.00
Finance Committee Travel		44.99
1960 Conference Advance		300.00
Miscellaneous		26.51
Total Expenditures		$38,081.28
Balance on Hand		2,404.03
		$40,485.31

Benjamin Franklin Savings & Loan Ass'n.	$ 974.70
Girard Trust Company	1,429.33
	$2,404.03

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

PROPOSED INTERNATIONAL SURVEY OF INTERGROUP TENSIONS AND INTERGROUP RELATIONS APPROACHES (OUTLINE)

The National Association of Intergroup Relations Officials proposes to undertake a one-year survey of intergroup tensions and intergroup relations approaches throughout the world, focusing on those involving race, religion, caste, and ethnic group.

The survey would seek:

1. To locate and define the categories or types of intergroup tension throughout the world.

2. To collect sample data and illustrative case histories for each category or type of intergroup tension.

3. To describe intergroup relations approaches utilized in any of these tension situations, analyzing the conditions under which they failed or functioned.

The survey would serve two ends, independent of one another but closely interrelated:

1. The preparation of a report for publication, incorporating definition of categories of tension, illustrative data or case histories, and the analysis of intergroup relations approaches utilized. The report would serve as a stimulus for further research and as a basic working paper for conferences to follow.

2. The preparation of an agenda and basic working papers for an international conference of specialists (social scientists and intergroup relations practitioners) from various tension areas of the world, convened to analyze the survey material and to isolate the common factors in the different tension categories.

   (The conference itself would not be part of the survey project, and separate funds would be sought for its subsidization. A smaller planning meeting of 6-8 specialists would be called, however, as one of the last phases of the survey.)

The survey would probably serve other ends in the process: (a) stimulation of regional and sub-regional conferences on intergroup tension, (b) initial delineation of the task of an international center that might be established to gather fuller data on intergroup tension situations, (c) identification of academicians and practitioners in charge of ongoing action and research programs throughout the world, leading to (d) establishment of an international association of the character of NAIRO.

The survey would utilize two basic resources:

1. <u>Literature</u> Following establishment of the tension categories, the research staff would comb the literature (books, research reports, pamphlets, surveys, etc.) for sample data and illustrative case histories. These would be translated, where necessary, and abstracted.

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2. Correspondents — Specialists (social scientists and practitioners) in various tension areas would be invited to submit sample data or prepare illustrative case histories, or to comment on existing research, in each of the categories established. (Some of these correspondents would be involved in the subsequent international conference.) Correspondents would be paid for their services.

The survey would be given overall direction by the NAIRO Committee on International Relations, broadened to include a few additional specialists not presently members. Staff would consist of a Project Director (part-time), a Research Associate (full-time), and an Office Secretary (full-time). Consultants would be employed as needed on a per diem basis, with perhaps one or two on retainer for the full survey year. Correspondents would be offered flat fees or honoraria for their services in preparing or analyzing illustrative material. Translation, where necessary, would be handled on a contract basis.

The survey budget would total $32,500 for the year.

Personnel	
Project Director (part-time)	$6,000
Research Associate	8,000
Consultants (per diem; retainers)	3,000
Correspondents (honoraria)	3,000
Office Secretary	4,000
Postage, supplies, mimeo	2,250
Overhead (rent, telephone, etc.)	3,000
Library (book and pamphlet purchase)	500
Translation services (contract)	750
Consultation: Conference Planning Committee	2,000
TOTAL	$32,500

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street, New York 19, New York

SOUTHERN FIELD TRAINING PROGRAM: PROPOSAL OUTLINE

The National Association of Intergroup Relations Officials (NAIRO) seeks $50,000 annually for three years, or $150,000 in all, to subsidize a program of on-the-job training and seminars for potential intergroup relations workers in the South.

The demand for Southerners with intergroup relations experience, to staff newly-created state and local public agencies, as well as expanding private agency programs, is far greater than the supply. This need will be even greater within the next few years, and there is presently no systematic preparation of workers for these posts.

To train workers for the job openings expected in the immediate future, NAIRO proposes to revive its Internship Program, confined this time to Southern agencies. Matching grants of $2,500 each would be offered to selected agencies for one year of on-the-job training for a new worker, chosen by the agency and supervised by an agency staff member. These recruits would be persons without prior experience in intergroup relations, although many would presumably have advanced academic training or experience in a related field. At the end of their internship year, some would probably be retained by the training agencies, but others would be free to fill vacancies elsewhere. At least one regional seminar, and possibly two, would be planned for these trainees each year.

To provide a reservoir of potential workers for less imminent openings, NAIRO proposes a series of regional or area seminars for people of commitment now employed professionally in social agencies, churches, neighborhood centers, YMCAs, YWCAs, and like institutions. Week-long institutes would be scheduled in at least four locations each year. Seminar leadership and consultants would be provided by NAIRO. Travel and living expenses would be subsidized in part, totally in some instances. The purpose would be to sensitize these peripheral workers to intergroup relations concerns and approaches, to aid them in their present assignments and to initiate preparation for possible intergroup relations employment in the future. These would differ from existing race relations institutes in the South, by virtue of their focus on professional practice and their restricted professional participation.

An important phase of the three-year program would be the refinement and expansion of NAIRO's placement services (i.e. Personnel Registry), especially for Southern agencies and workers.

Budget: $50,000 annually for three years, or $150,000.

ANNUAL:	Administration Staff time, travel, postage, publications.	$10,000.
	Internships (10 matching grants of $2,500 to training agencies)	25,000.
	Internship Seminar(s) Leadership, intern travel, room and board.	5,000.
	Peripheral Professional Seminars (4-5) Leadership, travel subsidy, lodging, consultants.	10,000.
	TOTAL	$50,000.

(I am sharing this copy of my letter to Erwin Feiertag with other Regional Chairmen of NAIRO as an illustration of (1) my concept of local NAIRO functions and (2) suggestions for organizing and programming local NAIRO activities. HEA)

January 15, 1961

Mr. Erwin L. Feiertag, Assistant Director
American Jewish Committee, Los Angeles Chapter
590 North Vermont Ave., Suite 211
Los Angeles 4, Calif.

Dear Erwin:

Thank you for your thoughtful letter of the 10th. Please don't turn me down on sharing the anchor spot for Southern California NAIRO! [With John Delury]

Basically, you two would take the leadership in making NAIRO mean something more to its members than a journal and periodic mailings. This is even more important than recruiting new members or mobilizing interest in the San Francisco Conference (they're important, too). As of now, my records show a nucleus of 21 members to work with.

There are several approaches which occur to me. Special NAIRO affairs for "visiting firemen" have seemed to be the most valuable substantive program we've devised in the Bay Area so far. A short-notice post card announcing a no-host luncheon (or some other kind of meeting) gives people a chance to talk more intimately about professional concerns than is usual at more formal affairs for the general public. Don't be disappointed if the attendance is sparse; you have the excuse of short notice, and people don't feel embarrassed by small turnout. On the other hand, as news of the quality of conversation at these meetings spreads, you may get more enthusiasm. Be a little selective about the first few "firemen." We were lucky with Dave Danzig, Harold Flemming, and Saal Lesser. Ask your national agency people and John Lassoe to alert you when people like this are coming to town.

It is useful to call the people together at least once to see what they want of NAIRO. You can be prepared to suggest a series of seminars (see enclosed proposal, which has had to be shelved until the Conference preparations are under control), applying for chapter status, promoting NAIRO memberships and publications, discussing NAIRO journal articles (or others), papers from the NAIRO Conference, or whatever else appeals.

I definitely plan to spend the weekend of February 11-13 in Los Angeles promoting NAIRO. Set the time up for me as you see fit.

The membership list which John Gave you was an old one. Enclosed is the most current information I have. On my local list I find it useful to have title and both home and office addresses and phone numbers.

Sincerely yours,

Helen E. Amerman
Southwest Regional Chairman

NAIRO NEWSLETTER

January, 1961

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO has never been more active and has never had more to report to its 724 members across the country. This issue of the Newsletter can only note -- in capsule form at that -- the major developments of the past few months.

PUBLIC POLICY

In an action with far-reaching implications, the Board of Directors voted in January to establish a Committee on Public Policy and to empower it to issue statements -- in NAIRO's name -- on any issues of national concern covered by the Statement of Concern adopted at the last (or any previous) Annual Conference. Chapters will be urged to make local press use of such national committee pronouncements and have been authorized to append their own supplementary comments on parallel city or regional concerns. Example: a committee public statement on federal employment policies might be utilized locally with Chapter comments on municipal employment policies.

The new committee was also charged with study of the question of Chapter statements on purely local issues (i.e.,those not related to any national concern) and will be asked to recommend policy and procedure governing same, at the Board's next meeting (Detroit: June 16-17).

Committee membership: FREDERICK B. ROUTH (immediate past president), chairman; GEORGE W. CULBERSON (president); LLOYD DAVIS (president-elect); VIRGINIA COFFEY (secretary); THEODORE LESKES (legal counsel); and HAROLD FLEMING (chairman, 1961 Resolutions Committee).

TO THE NEW PRESIDENT

Pertinent to discussion of public policy statements is a January Board resolution directed to President JOHN F. KENNEDY. Wishing the new Chief Executive "every success" in his new office, the Board commented: "We look to you to exercise the full powers of your high office to secure necessary legislation and executive action in the implementation of the civil rights and intergroup relations planks of the Democratic Party platform of 1960, in order to secure full equality for all our people. We pledge you the wholehearted support of our Association in the accomplishment of these purposes.

"Implementation of this program requires the appointment of persons to federal positions on the basis of merit and commitment, without regard to such extraneous factors as race, religion, and ethnic or national background.

"We hail the appointment of Robert C. Weaver in this spirit. We are gratified by this appointment because of the high regard in which we hold Dr. Weaver, as an expert in the field of housing and as a professional in intergroup relations."

PROFESSIONAL INTEGRITY

Pending development by NAIRO's Committee on Professional Integrity of policy and procedure in cases where intergroup relations workers allegedly experience discrimination or unethical practices in agency hiring, firing and promotion, the Board authorized the president to appoint an interim panel to investigate such complaints and to report to the Executive Committee. The panel will be asked to look into complaints of this nature made by any professional intergroup relations worker, NAIRO member and non-member alike.

Board action followed the first progress report of the Professional Integrity Committee, which noted that investigation of complaints, even on an ad hoc basis, would provide it with useful material and would help establish a body of precedent. The Committee will not undertake investigations itself, however, focusing instead on a survey of agency grievance procedures and on a sampling of the actions of other professional associations in these matters.

OMNIBUS HOUSING PROGRAM — All but the final touches have been put on a NAIRO proposal for a five-year program in the area of equal housing opportunity. Grants will now be sought by the Commission on Housing and Urban Life, to subsidize: (1) a national "Arden House" conference of housing and financing industry leaders, government officials, and intergroup relations experts; (2) regional and local "little Arden House" conferences to follow; (3) training programs for housing and intergroup relations personnel; (4) internship training for potential housing opportunity workers; (5) testing of community action techniques through staffed experimental programs in a variety of cities; (6) courses in intergroup relations as part of real estate, planning, and related curricula in universities; and (7) establishment of a national program and information service (reporting, fact-finding, research, metropolitan studies).

The proposal was developed this winter by the Commission (EDWARD RUTLEDGE, New York State Commission Against Discrimination, chairman), in consultation with a variety of housing experts and the National Committee Against Discrimination in Housing.

INTERNATIONAL SURVEY — Final approval has also been given to the search for funds to subsidize an international survey and conference on intergroup tensions and intergroup relations approaches. Developed by NAIRO's International Relations Committee (FRANK LOESCHER, U.S.-South Africa Leader Exchange Program, chairman), the proposal envisages: (1) the preparation of a report that will define categories of intergroup tension, offer illustrative data and sample case histories (supplied by practitioners and social scientists familiar with tension situations in various parts of the world), and analyze any intergroup relations approaches utilized; and (2) the development of an agenda and basic working papers for an international conference of specialists from various tension areas of the world, convened to analyze the survey material and to isolate the factors common to the various categories of intergroup tension. Foundation grants will now be sought for the project.

FINANCES: IN THE BLACK! — Thanks to extraordinary growth in membership and Journal subscriptions, and to three large gifts this fall (American Jewish Committee, United Steelworkers of America, Levi Strauss Foundation), NAIRO weathered its summer crisis and ended 1960 with an uncommitted balance of $1,429.33. (Statement of 1960 Receipts and Expenditures available on request.) Early January brought news of another $5,000 grant from the McGregor Fund of Detroit, together with the first 1961 membership dues renewals.

The 1961 Budget (also available on request) shows that all but $6,000 of the $33,010 needed for basic operating expenses is firmly anticipated. The missing $6,000 will be sought in other labor unions, corporations, foundations, and agencies.

MEMBERSHIP: UP, UP, UP! — On December 31st, NAIRO's membership had reached an all-time high of 710, all in good standing. New members enrolled since the late June start of the "Each One Get One" membership drive numbered 144, but death, retirement, and dues delinquency cut the net July-December gain to 86. The

Membership Committee (JOHN Y. YOSHINO, President's Committee on Government Contracts, chairman) has taken aim at the 1,000-mark, reports 15 new members enrolled in the first month of 1961.

Three important membership policies are now in effect: (1) as of September, persons joining NAIRO are enrolled on an anniversary renewal basis, i.e., their memberships expire one year from the date of joining; (2) members who do not pay their dues within six months of the due date must be dropped; and (3) members dropped for dues delinquency must pay a $2 reinstatement service charge if they rejoin within two years.

DEVELOPMENT FUND — Appeals to members for contributions to a NAIRO Development Fund have brought pledges and payments totaling $1,214 to date. Just over $900 of this was paid or pledged at the Annual Conference in November. Past president FREDERICK ROUTH (Michigan Fair Employment Practices Commission) heads the Development Fund drive, with $1,500 as the 1961 goal. (Development Fund money will not be used for general operating expenses, except in time of crisis.)

SPONSORS OF NAIRO — Sponsors of NAIRO will be sought by a national committee now in process of formation. Individuals contributing $25 or more in any year will be enrolled and listed as Sponsors, and will receive the Journal and special publications. ROLAND SAWYER (United Steelworkers of America, Pittsburgh) will coordinate the activities of the new Sponsors group.

LIFE MEMBERS — Life memberships were instituted in May, with three veteran members joining the "Gold Card" ranks over the summer: BOOKER T. MC GRAW (Housing and Home Finance Agency, Washington, D.C.); MORRIS MILGRAM (Modern Community Developers, Princeton, N.J.); and FREDERICK ROUTH. The $300 life membership is payable in one lump sum or in three annual installments of $100. Co-chairmen of a Life Membership Campaign will be named in the near future, with ten life members (or life member contributors) as the 1961 goal.

CONFERENCE: 1960 — Over 250 persons registered for NAIRO's Fourteenth Annual Conference in Cincinnati last November, and evaluation sheets returned by one fifth of these suggest that the four-day meeting was "one of the best ever held" by the Association. Singled out for highest praise: luncheon speeches by ROBERT WEAVER (administrator-designate, Housing and Home Finance Agency) and DAVID DANZIG (national program director, American Jewish Committee), and the concurrent discussion groups that followed. Over 75 members and 10 non-members had program assignments. Conference chairman VIRGINIA COFFEY (Mayor's Friendly Relations Committee, Cincinnati) has reported receipts of over $3,600 in registration fees and local contributions, with a healthy portion of this accruing to NAIRO for support of general program.

CONFERENCE: 1961 — NAIRO eyes are turning to San Francisco, site of the Fifteenth Annual Conference on November 7-10 (Tuesday-Friday) this year. Meetings will be held at the Hotel Whitcomb. Local committees are now being formed, and early mailings to the membership will carry travel and program information. RICHARD MARKS (Commission on Community Relations, Detroit) will chair the Conference Program Committee.

Theme of this year's meeting will be the changing metropolis, and the Board will

ask regional conferences and local Chapters to take this as their major topic of study and discussion during 1961. If funds can be found, a national consultation and a special issue of the Journal will be arranged, following last year's plan (papers presented at a January meeting in New York City -- on "Goals, Directions and Priorities in Intergroup Relations During the Decade Ahead" -- were printed as Volume I, Number 2, of NAIRO's quarterly).

CONFERENCE: 1962 — Approval of hotel (Sheraton-Park) and dates (November 28-December 1) for the Sixteenth Annual Conference in Washington, D.C., was voted by the Board at its January meeting. Responding to complaints that four working days away from agency duties imposed too heavy a burden on Conference participants, the Board decided to shift to a Wednesday-Saturday schedule in 1962. Washington Chapter chairman ROBERT GREENE (American Jewish Committee) and Middle South regional chairman DAVID SAWYER (Commissioners' Council on Human Relations) are presently directing local arrangements.

CONFERENCE: 1963 — Cleveland has been selected as the site of the Seventeenth Annual Conference, in 1963. Dates and hotel will be announced at a later date. The invitation was extended, on behalf of local intergroup relations agencies and professionals, by WILLIAM GREMLEY (Community Relations Board), SHELTON B. GRANGER (Urban League of Cleveland), and A.L. FEINBERG (American Jewish Committee).

CHAPTER CHARTER — Granting of a Chapter charter to a group of Cleveland professionals this month brought the number of officially recognized local NAIRO groups to nine. (The other eight: Philadelphia, Chicago, Pittsburgh, Northern California, Washington, D.C., Detroit and Michigan, Minnesota, New York City.) SHELTON GRANGER chairs the new Chapter; Great Lakes regional chairman K.C. JONES, JR. (Community Relations Board) sponsored the application.

JOURNAL OF INTERGROUP RELATIONS — Non-member subscriptions to NAIRO's year-old quarterly reached 471 by the end of 1960, up 196 since July but far short of the 1,100 goal. (Since all NAIRO members receive a Journal subscription as part of their dues payment, the true circulation at the end of the year was just under 1,200; the drive had been for non-member subscribers.) Advertising is now being accepted at the following rates: full-page, $30; half-page, $15; quarter-page, $10. The subscription price remains unchanged at $6 per annum. Back issues of the Journal (Volume I, Nos. 1,2,3 & 4) are available, and quantity rates can be quoted.

The Editorial Board (THEODORE LESKES, American Jewish Committee, chairman) was reappointed in toto for 1961, with the first rotation of its membership (one-third to be replaced) scheduled for 1962. SAMUEL SPIEGLER (National Community Relations Advisory Council) will continue as managing editor.

REGIONAL ACTIVITY — Regional NAIRO Conferences are being planned in at least three areas this spring: Great Lakes, Detroit, June 10-11; South Central, Little Rock, tentatively June 1-2; Middle South, Baltimore or Washington, dates to be announced. Two regions have new chairmen this year (K.C. JONES, JR., Great Lakes, and DAVID SAWYER, Middle South); all other 1960 regional chairmen accepted reappointment. Re-districting of the eight regions is under discussion this year, and members are invited to send their suggestions to their regional

chairman or to NAIRO president GEORGE CULBERSON (Commission on Human Relations, Pittsburgh).

COMMISSION RE-VAMPING COMPLETED

Important changes in the structure and function of NAIRO's seven study commissions were voted by the Board in November. Composition: Ten-fifteen experts invited by each chairman, in consultation with the president, with another 10-15 NAIRO members who may volunteer. As a condition of Commission membership, those accepting or volunteering would agree to attend one meeting annually, apart from that held during the Annual Conference. Responsibility: Commissions would function on a continuing basis, issuing annual progress reports but publishing substantive pamphlets or books only when ready to do so (hopefully, every three years). Coordination: Work of the seven Commissions will be integrated and coordinated by the Resources and Planning Committee (LLOYD DAVIS, Urban Renewal Administration, Chicago, chairman), to which all Commission chairmen will belong. Overall Charge: Within their areas of interest, each Commission will report factual developments and analyze the implications for intergroup relations practice.

Under its new name, the Commission on Housing and Urban Life will continue under the chairmanship of EDWARD RUTLEDGE. Other chairmanships announced: Manpower Utilization - JOHN HOPE, II (Race Relations Dept., Fisk University, Nashville); Research Services - GEORGE GRIER (Brookings Institution, Washington, D.C.); Nature Scope and Theory - FREDERICK B. ROUTH. Still to be appointed: Civil Rights, Education, and Interreligious Relations.

DEPARTMENTAL REEVALUATION

NAIRO Departments are now undergoing the same scrutiny that led to Commission changes. Originally the responsibility of the Resources and Planning Committee, this task has now been delegated to vice-president BOOKER T. MC GRAW and the five Department chairmen: ROBERT GREENE, Local Private; HOWARD MC KINNEY (Community Relations Commission, Erie, Pa.), Local Public; VIRGINIA HUEBNER (FEP Division, Wisconsin Industrial Commission), State Public; SAAL LESSER (Encampment for Citizenship, New York), National Private; and PHILIP SADLER (Public Housing Administration, Washington, D.C.), Federal Services.

Present Department rationale: To provide professional staff and Board members from agencies of the same geographic responsibility (governmental also separated from privately-financed) with information on program developments and new techniques. Newsletters and Annual Conference sessions have been the major vehicles for this to date.

SOUTHERN FIELD TRAINING

Preliminary approval was given to a proposed program of on-the-job training and seminars for potential intergroup relations workers in the South. Noting the growing demand for Southerners with intergroup relations experience to staff newly-created state and local public agencies (as well as expanding private programs), the Board asked for further exploration of a two-pronged approach: (1) internships in intergroup relations agencies for Southern recruits to the field (as many as ten each year, if agencies can be found to match foundation grants), to prepare them for immediate junior professional openings; and (2) regional or area seminars for "people of commitment now employed professionally in peripheral fields" -- to sensitize them to intergroup relations concerns, thus aiding them in their present employment but also starting preparation for possible future employment in Southern intergroup relations agencies. Suggested budget: $50,000 annually for three years. The proposal is to be developed in consultation with Southern agencies and NAIRO members. (The internship aspect

would simply revive NAIRO's highly-successful 1957-1960 program of on-the-job training, focused this time on one geographic area.)

COMMITTEE CHAIRMEN CHOSEN — Most NAIRO committees have been continued in their 1960 assignments, many with the same chairmen, for the coming year. President GEORGE CULBERSON has appointed, with Board approval, the following: BURTON I. GORDIN (Philadelphia Commission on Human Relations), Finance; JOHN SLAWSON (American Jewish Committee), Interprofessional Relations; DAVID DANZIG (American Jewish Committee), Special Interdepartmental; JOSEPH MONSERRAT (Commonwealth of Puerto Rico Migration Division), Public Relations; JOHN MORSELL (NAACP), Professional Integrity; WILLIAM GREMLEY (Community Relations Board, Cleveland), International Education. Other committees and their chairmen are noted elsewhere in these pages.

Appointment of chairmen for three committees (Professional Standards, Economic Security, Educational and Professional Training) has been postponed, pending Board review of the assignments and interrelationship of these bodies.

ELECTION RETURNS — National mail ballot election returns confirmed the slate proposed by the 1960 Nominating Committee. JOHN G. FEILD (Office of U.S. Senator Philip Hart) ran first among those elected to the 1961 Nominating Committee and becomes its chairman. (Substantial changes in NAIRO's election procedure have been referred to that body for study and possible By-Laws change recommendations.)

At its post-Conference meeting, the Board elected THEODORE LESKES (American Jewish Committee) as chairman of the Legal Committee; in accordance with the By-Laws change adopted at the Annual Meeting, he thus became NAIRO's Legal Counsel and an ex officio member of the Board. JOHN Y. YOSHINO (President's Committee on Government Contracts, Washington, D.C.) was elected to the chairmanship of the Membership Committee, and the following were elected to the Executive Committee (to serve with the six officers): FREDERICK ROUTH, JOHN MORSELL, JOHN YOSHINO.

CURRENT JOB OPENINGS — The Baltimore Equal Employment Opportunity Commission is seeking a new executive secretary. Salary range: $7,824 - $10,044. Six years experience required. Request applications from: Civil Service Commission, 107 City Hall, Baltimore 2, Maryland . . . . The National Urban League has seventeen openings in local affiliates around the country, in the following categories (starting salary within each range will depend on education and work experience): Community Services Directors (5), $5,000 - $7,000; Industrial Relations Directors (6), $5,000 - $8,500; Executive Directors, small cities (4), $6,000 - $7,500; Research Director (1), $7,000 - $8,500; Public Relations Director (1), $7,000 - $8,500.

It may be too late but: the Philadelphia Commission on Human Relations (800 Commercial Trust Building, Philadelphia 2) was seeking three (3) Human Relations Representatives at $5,615 per annum, rising over five years to $7,053. Civil Service exam is set for late February . . . . The American Jewish Congress was looking for a Metropolitan New York program director and a Philadelphia Area field director. Salary: $10,000 per annum each. (Resumes to: Mrs. Naomi Levine, AJCongress, 15 East 84th Street, New York 28, New York.)

JOB CHANGES NOTED

WILL MASLOW is now executive director, American Jewish Congress (was acting director, until December) . . . . JOHN MILLIGAN is now chief education advisor to the Government of Ecuador (was director, New Jersey Division on Civil Rights) . . . . HARRY ADAMS is now director, New Jersey Division on Civil Rights (was superintendent of schools, Elizabeth, N.J.). . . . WILLIAM VALENTINE is now intergroup relations advisor, Federal Housing Administration, New York City (was assistant housing director, New York State Commission Against Discrimination).

DORA LEE ALLEN is now general secretary, Quota International (was NCCJ regional director,Greensboro, North Carolina . . . . MURRAY ORTOF is now teaching at the New York School of Social Work (was director, Camp Hurley, New York) . . . . GALEN MARTIN is now executive director, Kentucky Commission on Human Rights (was with the Unitarian Service Committee, in Knoxville) . . . . JERRY BELENKER is now regional director (Toledo), Ohio Civil Rights Commission (was community consultant, Ohio-Kentucky regional office, Anti-Defamation League).

PHILIP CAMPONESCHI is now with the U.S. Commission on Civil Rights (was executive secretary, Baltimore Equal Employment Opportunity Commission) . . . . IRENE B. MILLER is now director, San Francisco office, National League for Nursing (was director of the League's career services) . . . . HOPE MC DERMOTT is now with the Welfare Council of Chicago (was executive director, American Service Institute, Pittsburgh) . . . . NELSON WILLIAMS is now social service worker, Department of Public Welfare, San Francisco (was group worker, Booker T. Washington Center, San Francisco).

RACHEL RIDLEY is now with the Chicago Commission on Youth Services (was with the Chicago Commission on Human Relations) . . . . JAMES MADISON is now administrative assistant, Ohio Civil Rights Commission (was with the National Recreation Assn., in Columbus) . . . . ALMA SCURLOCK is now with the District of Columbia Office of Urban Renewal (was with the D.C. Commissioners' Council on Human Relations). RUTH G. HENDERSON is now executive director, Elmira (N.Y.) YWCA (was consultant in intergroup relations, National Board of the YWCA, which post is now held by Mrs. CERNORIA JOHNSON).

WHITNEY M. YOUNG will become executive director, National Urban League, when LESTER GRANGER retires in October (Dr. Young was dean, Atlanta University School of Social Work) . . . . GEORGE ROBERTS is now executive director, Kalamazoo (Mich.) Community Relations Board (was with the Chicago Commission on Human Relations) . . . . GEORGE GRIER is now with the Brookings Institution, Washington, D.C., working on problems of the American community and on a study of housing for the aged . . . . ROBERT B. JOHNSON is now teaching sociology at Antioch College, Ohio (was until last fall race relations consultant, Field Foundation).

RAPHAEL O. LEWIS is now assistant director, Manpower Utilization Council of the City of New York (was employment and guidance director, Chicago Urban League) . . . Dr. FRANK F. LEE is now chairman of the sociology department, Adelphi College, Garden City, New York . . . . AARON ANTONOVSKY is now doing research at the Institute of Applied Social Research and teaching at Hebrew University, both in Israel . . . . RHETTA ARTER and CORIENNE MORROW have formed a new firm, Research and Action Associates, and are offering consultation, surveys, and studies on urban problems.

RITA BEERMAN is now Mrs. Henry Stern, of Fairmont, West Virginia (was with the Pittsburgh Jewish Community Relations Council) . . . . BOB BLACKBURN is now executive director, Citizens Committee on Public Education in Philadelphia (was assistant director, Philadelphia NCCJ) . . . . SANFORD KAHN has left the Philadelphia Commission on Human Relations . . . . THOMAS SANDERS is now intergroup relations specialist, Urban Renewal Administration (Region II), Philadelphia (was executive director, Carver YMCA, Trenton).

JEANETTE HARRIS is now membership and education director, American Civil Liberties Union, San Francisco (was program assistant, San Francisco Council for Civic Unity) . . . . The Rev. ROBERT HUGHES is now training for missionary work in Southern Rhodesia (was executive director, Alabama Council on Human Relations) . . . . ELIZABETH EDDY is now in the research division of the New York School of Social Work (was completing doctoral studies at Columbia University.

MEMBERS IN THE NEWS

NAIRO notes with profound regret the death last August of FRED GROSSMAN, Pennsylvania-West Virginia-Delaware regional director of the Anti-Defamation League (Philadelphia), and the death in November of JOSEPH KAPLAN, president of the Colonial Tanning Company (Boston) and an active Board member in a number of intergroup relations organizations.

We are late in reporting publication of Cities in Crisis: The Christian Response (New York: Sheed & Ward, 1960), authored by DENNIS CLARK (housing supervisor, Philadelphia Commission on Human Relations.

Also belatedly; STANLEY LEIBNER (assistant director, New Haven Jewish Community Council) became a father last fall.

ANDREW FREEMAN (executive director, Columbus Urban League) toured European social work agencies in December and later attended the International Conference of Social Work, in Rome.

HAROLD A. LETT (assistant director, Commission on Labor-Management Organizations, National Conference of Christians and Jews) is now working out of NCCJ's New York headquarters. He was in the headlines this summer as consultant to developer William Levitt in the planned integration of Levittown, New Jersey. Aiding him in the latter assignment were his wife, ALENE, and Dr. THERON A. JOHNSON (director, intercultural relations division, N.Y. State Department of Education).

THELMA BABBITT is back in Philadelphia, recuperating from a long bout with hepatitis. She was stricken while in Little Rock on a special American Friends Service Committee assignment.

The Rev. ROGER H. SHARPE, member of the Erie (Pa.) Community Relations Commission since its inception six years ago, became its chairman last July.

Mrs. VIRGINIA RUSSELL, secretary of the Ecorse (Mich.) FEPC, is chairman of the successor agency, the Ecorse Human Relations Commission.

MISCELLANY ETC.
ODDS & ENDS

NAIRO President GEORGE CULBERSON met with St. Louis professionals (the Unity Group) while on a visit there in December. NAIRO executive secretary will do likewise on February 8. Possibilities of a NAIRO Chapter seem good . . . . DAVID DANZIG (American Jewish Committee) will address the Washington Chapter on February 9 . . . . The Chicago Chapter approved a $2 annual assessment of local members, to cover meeting and mailing expenses; the national NAIRO Board concurred . . . . SAMUEL SPIEGLER (National Community Relations Advisory Council) was elected chairman of the New York Chapter in October, with Dr. SHIRLEY CHARTOK (Board of Education) and PAUL KLEIN serving as vice-chairman and secretary, respectively . . . . The Last Word: News of NAIRO members is always welcome for these pages, might help prod the editor to issue the Newsletter more regularly.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

TO: NAIRO Chapter Chairmen, Regional Chairmen, Others

FROM: John V.P. Lassoe, Jr., Executive Secretary

SUBJECT: Board Policy Decisions Affecting Chapters

At its January 13-14, 1961 meeting in New York City, NAIRO's Board of Directors took action on several matters of special interest to its Chapters.

(1) Committee on Public Policy

This committee is empowered to issue statements, in NAIRO's name, on any matters of public policy covered by Statements of Concern adopted at our Annual Conferences.

The Board authorized Chapters to make local use of such committee statements, issuing their own supplementary comments on parallel city or regional concerns (e.g. a national statement on federal government employment policy might be utilized locally with Chapter comments on municipal government employment policy).

The committee was also charged with study of the question of Chapter statements on purely local issues (i.e. those not related to any national NAIRO statement), recommending policy and procedure to the Board at its next meeting. Chapters are urged to submit their recommendations to the committee, including suggestions of typical local issues on which they would like to be free to comment.

Committee membership: Frederick Routh (NAIRO's past president), chairman; George Culberson (president); Lloyd Davis (president-elect); Virginia Coffey (secretary); Theodore Leskes (legal counsel); and Harold Fleming (chairman, 1961 Resolutions Committee). Chairman Routh's address: Michigan FEPC, 900 Cadillac Square Building, Detroit 26, Michigan.

(2) Professional Integrity

As an interim measure, the Board authorized the president to appoint a panel to investigate complaints alleging violation of professional integrity and to report to the Executive Committee. Complaints will be received from any intergroup relations professional (member or non-member); initially, these will be limited to matters relating to hiring, firing, and job tenure.

Board action followed a progress report from the Committee on Professional Integrity (John Morsell, NAACP, chairman), charged with development of policy and procedure in this area. It was suggested that the investigation of complaints, even on an ad hoc basis, would provide the committee with material useful in its long-range definition of the problem and in its formulation of recommendations for NAIRO action. The panel of investigators will be separate from the Committee on Professional Integrity.

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(3) Non-Affiliation

The Board reaffirmed NAIRO's policy against affiliation with any group or organization, reminding Chapters that they are bound by the same rule.

(4) Chapter Dues

The Board approved a Chicago Chapter request for permission to levy an annual $2 assessment -- over and above national dues -- on its members, to cover local mailing and meeting costs. The Board ruled that the term "dues" should not be used in connection with this local levy.

(Since the Board declined to make a blanket ruling on Chapter assessments, each Chapter must apply individually for such permission, in accordance with national By-Laws: Article XVIII, Section 7. In granting the Chicago request, the Board was impressed by the fact that the question of an assessment had been submitted to the entire Chapter membership in a mail referendum, with a clear majority of members recorded in its favor.)

(5) Chapter Charter

The Board granted a charter to the Cleveland Chapter, conditional upon insertion in the local By-Laws of (a) more precise definition of the Chapter area, i.e. counties covered, and (b) the standard paragraph prohibiting legislative and political activity (By-Laws: Article XVIII, Section 8).

(The Cleveland Chapter, NAIRO's tenth, is chaired by Shelton Granger, executive director, Cleveland Urban League.)

(6) Policy Ruling

Ruling on a Minnesota Chapter request for clarification of its freedom to issue public statements "regarding problems or issues which it recognizes as being pertinent to its concern," the Board referred to its action on public policy. The case in point is, the Board decided, a national matter; Chapters are not free to comment until and unless the Committee on Public Policy issues a national NAIRO statement.

(The Chapter had taken note of Howard Johnson restaurant advertising on the Dave Garroway-Today TV show. Since some of these restaurants practice discrimination, it was suggested that Dave Garroway be asked to advise listeners which restaurants served all persons. This suggestion was later broadened to include all chain restaurants operating on U.S. or other public highways. It has been referred to the Committee on Public Policy.)

(7) Membership Renewals: Supplies

Dues notices have been mailed to all members whose membership is on a calendar-year basis (i.e. expiring on December 31st). Since these renewals will be a major item in NAIRO's income this winter, Chapters are asked to urge prompt payment.

New NAIRO brochures and letterheads are now available from the National Office.

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You are invited to request supplies of the following:

Brochures (including membership application form)
Letterheads, bond
Letterheads, mimeo stock
Envelopes
NAIRO mimeo sheets (the first page of this memo)

(8) By-Laws

A copy of the revised By-Laws (amended: November 18, 1960) is enclosed. These will be distributed to the general membership, together with the membership roster, sometime in March.

fib
January, 1961

PRESIDENT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

VICE-PRESIDENTS
BOOKER T. McGRAW
Housing and Home Finance Agency
Washington, D.C.
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

BOARD OF DIRECTORS
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New York, New York
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Fair Employment Practices Commission
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*LOUIS. H. ERVIN
Fair Employment Practices Commission
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Board of Community Relations
Toledo, Ohio
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*K. C. JONES, JR.
Community Relations Board
Cleveland, Ohio
**THEODORE LESKES
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*WADE MACKIE
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Washington, D.C.
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*NAIRO Regional Chairmen
**Legal Counsel

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

20 February 1961

To: All members of the Board
From: George W. Culberson, President
Subject: NAIRO Task Force: The U.S. Government and Intergroup Relations

I am asking permission of the Board to appoint a special NAIRO Task Force to consider the role of the U.S. Government in Intergroup Relations and make recommendations on the needed services throughout the Federal establishment.

Beginning with the January Board meeting there has been a growing feeling among several of our Board members and others that NAIRO has a responsibility, and should accept it, for pooling our experience and setting forth a statement with recommendations to the new administration. Lloyd Davis, Fred Routh, John Feild, John Lassoe, Robert Greene and I have exchanged correspondence and held lengthy telephone conversations on the subject. In addition, the Washington Chapter and the Department of Federal Services have had a Study Group come up with an inventory of Intergroup Services in the Federal Government, as of the end of 1960. There is unanimous opinion on the part of those mentioned and many others on the Washington scene that some action of this nature is needed and that NAIRO is the proper organization to present such proposals.

Time is of the essence. The task force would have no more than 45 days from this date to complete its work. I shall therefore anticipate your favorable reaction and ask seventeen persons to serve. The task force members will be assigned specific areas for advance preparation and then come together for two days of work, March 25 and 26, 1961, in Washington, immediately following the annual conference of the National Civil Liberties Clearing House. I shall ask the following to serve with me on this committee:

Lloyd Davis	Booker McGraw	John Feild
Fred Routh	Robert Greene	Alex Miller
Harold Fleming	John Lassoe	John Morsell
Arnold Aronson	David Danzig	John Yoshino
Ed Rutledge	Will Maslow	George Culberson
George Nesbitt	Reginald Johnson	

I am asking you to give this group the power to act in the name of NAIRO.

Will you vote on the enclosed card and return immediately?

fib

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

30 March 1961

TO: NAIRO BOARD OF DIRECTORS
FROM: John Lassoe, Jr.
SUBJECTS: (1) Distribution of Directory
(2) Life Insurance for NAIRO Members

(1) Distribution of Directory of Intergroup Relations Agencies

I am authorized by George Culberson to raise a painful subject and to ask Board approval of a specific proposal that would, in one sense, reverse an earlier decision.

Our Directory, published in December of 1959, has had disappointing sales. Orders have dwindled to 3-4 a month, and more than 1,800 copies (original printing: 2,500) remain on our shelves. Although it is still a useful tool, carrying information not available elsewhere, we face the fact that personnel changes, agency moves, and the creation of new organizations are rapidly making it obsolete as a reference work. Reduction in price (from $2.00 to $1.50, and now to $1.00) has not helped sales materially.

I have proposed that each member be given a copy to use as a prospectus in soliciting orders for the remainder of our stock. A letter would accompany the sample copies, urging members to secure those orders. This free distribution of samples would require 750 copies, leaving us just over one thousand for sale at $1 apiece.

George concurs in this recommendation and, since delay of a decision until the June Board meeting would push this distribution into the summer months, has agreed to a mail ballot.

Would you indicate your vote (for or against membership distribution) on the enclosed postcard and return it to the office?

(2) Life Insurance for NAIRO members

Our insurance broker (i.e. the one who arranged our Disability Benefits coverage) and I discussed the possibility of a group life insurance plan for NAIRO members. I submit below the bare details:

Type: Term Life Insurance (no cash value, no loan value, premiums scaled by and rising with age)

- o v e r -

Cost: Rate per $1,000 of insurance, at age when policy commences (and when policyholder reaches that age):

25-29	$3.06 per M	50-54	$14.09 per M
30-34	3.83 per M	55-59	20.69 per M
35-39	5.07 per M	60-64	30.72 per M
40-44	6.93 per M	65-69	45.88 per M
45-49	9.76 per M		

Amount: $5,000 or $10,000, as we determine. Individuals participating would have to take that much, could take more (up to $40,000) at the same rate per thousand if they provided "evidence of insurability."

Eligibility: Members of NAIRO who are "actively employed 30 hours a week or more"

Participation: At least 50 members would have to sign up for the plan to become operative. Once the plan becomes operative, new members could take out insurance after belonging to NAIRO for three months. Present members could affiliate at any time.

Continuation: Each individual's policy would remain in effect as long as he kept up his NAIRO membership. If he dropped out of NAIRO, he would have the option of converting to regular life insurance without medical exam or proof of insurability. Only in NAIRO, however, could he take advantage of term rates.

Insurability: If our age census is low enough, and the initial volume of insurance is high enough, there would be guaranteed issue to any member who wanted it. If not guaranteed issue, the most that would be required of members would be a brief health statement, with the company likely to insure just about everyone.

Payment of Premium: The company would bill each individual annually, but their premiums would be paid to NAIRO, for transmittal by us in one lump sum.

********** **********

Is this worth pursuing? What should be the next steps? Do any questions or problems come to your mind? George Culberson has placed this on the agenda for the June Board meeting.

fib
Reply Card Enclosed

EXECUTIVE RESPONSIBILITY
IN
INTERGROUP RELATIONS

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

426 West 58th Street

New York 19, New York

April 1961

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GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

VICE-PRESIDENTS
BOOKER T. McGRAW
Housing and Home Finance Agency
Washington, D.C.
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York

SECRETARY
VIRGINIA COFFEY
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ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

April 14, 1961

The Honorable John F. Kennedy
The White House
Washington, D. C.

Dear Mr. President:

I have the honor to submit to you certain recommendations for executive action in intergroup relations, developed by a task force of experienced professionals appointed by our Board of Directors, and including many of its members.

Because ours is a professional body, concerned primarily with advancing intergroup relations knowledge and skills, we have concentrated in this paper on the means and methods by which we believe the Administration's equal opportunity goals can best be achieved. We have left to the membership organizations in our field the development of recommendations for substantive action.

In like manner, we have attempted to suggest policy directives, procedural steps, and an organization of intergroup relations resources that might be appropriate in any and all government operations. We have thus resisted the temptation to single out for special analysis such compelling problem areas as school desegregation and open occupancy in housing.

As we indicated in a resolution transmitted to you earlier this year, this Association pledges you its wholehearted support in your efforts to secure full equality of opportunity for all Americans. We place at your disposal our collective expertise and experience in intergroup relations.

Respectfully yours,

George W. Culberson

GEORGE W. CULBERSON
President

EXECUTIVE RESPONSIBILITY IN INTERGROUP RELATIONS

The Federal Government, besides being the nation's largest employer, administers many programs affected by, and influencing, intergroup relations. Constitutional authority, legislative action, judicial decision, and executive fiat have given it substantial responsibility for guaranteeing broad areas of civil rights, for promoting the welfare of specific ethnic groups, and for bringing into the mainstream of American life the many racial, religious, and nationality groups that comprise its people. Unfortunately, the exercise of this responsibility has not heretofore kept pace with social need or world events.

At the outset of a new Administration, pledged by its party platform and by the new Chief Executive to advance equal rights and opportunity for all Americans, the National Association of Intergroup Relations Officials offers certain recommendations for action in the area of intergroup relations to help achieve these goals. These areas are covered:

* Intergroup relations in government practices and services
* Utilization of intergroup relations consultants
* Role and recruitment of intergroup relations personnel
* Community consultative services in intergroup relations
* Intergroup relations in the State Department and Peace Corps
* Training of intergroup relations personnel
* Government role in intergroup relations research
* Government reference services in intergroup relations
* Leadership role of the President in intergroup relations

Intergroup relations may be defined in various ways. In its broadest sense, it is the generic term covering interracial relations,

interreligious relations, and interethnic relations. It encompasses civil rights problems of Negroes, Jews, Orientals, Puerto Ricans, Mexican Americans, and others experiencing discrimination or segregation; cultural problems faced by American Indians, Southern mountain whites, and others transplanted abruptly from rural to urban living; and interreligious tensions arising out of Church-State issues. At least peripherally, it includes the problems of the foreign-born and of migrant farm laborers, the problems springing from denial of civil liberties, and the problems of the aged in the area of employment discrimination.

Intergroup relations is also the unique blend of skills and knowledge possessed by its practitioners. From a variety of disciplines they have drawn and adapted techniques of community organization, social action, public education, investigation and enforcement, and conciliation and mediation. Around these has developed a body of knowledge that incorporates both the research findings of the social sciences and the rich experience of this emerging field.

Intergroup relations is, finally, a field of work for more than 1,500 full-time workers employed by governmental and private intergroup relations agencies throughout the United States. These agencies maintain a total of 600 offices, in at least 150 cities in 43 states.

The National Association of Intergroup Relations Officials, founded in 1947, is an organization of individuals concerned with advancing intergroup relations knowledge and skills, improving the standards of intergroup relations practice, and stimulating intergroup relations research. It is the field's professional body and attempts conscientiously to represent

the collective opinion of practitioners, researchers, and lay leaders in intergroup relations. Its program and concerns focus essentially on the means and methods by which civil rights advances and better intergroup relations may be achieved. Its recommendations are offered in the light of that professional interest and activity.

RECOMMENDATIONS

A. INTERGROUP RELATIONS IN GOVERNMENT PRACTICES AND SERVICES

There is urgent need for a review by every department and agency of its staff practices and program services, to insure that intergroup relations concerns are recognized at every level of operation.

Forceful steps have already been taken by the President's Committee on Equal Employment Opportunity to implement the recent executive order, but staff practices and internal operation are more than a matter of job opportunity. They extend to such problems as segregated restrooms in a government facility, the appointment of inexperienced personnel to intergroup relations posts, the lack of Spanish-speaking workers in a Southwestern field office, and Civil Service examinations given only on a Saturday. They include intergroup relations training and orientation for government personnel, government research in intergroup relations, the use of intergroup relations specialists and consultants in key areas, and the development of adequate reference resources for the use of those charged with intergroup relations responsibilities.

Similarly, intergroup relations concerns need to be introduced in all program services where government action impinges on the life of

the citizen -- and where government spends his tax money. This is more than a matter of government contracts with private industry, already the subject of an executive order. It extends to such problems as the paucity of non-white cadets in the Coast Guard Academy, the inadequacy of religious affiliation symbols on armed forces identification tags, the refusal of a local Veterans Administration office to release to Negro realtors its list of repossessed homes, and the discrimination experienced by an Asian diplomat seeking an apartment in New York City. It includes the area of direct services to individuals (e.g., Soil Conservation Service), the area of federal loans or loan insurance (e.g., Federal Housing Administration), the area of citizen mobilization (e.g., the U.S. Navy), and the area of federal stewardship (e.g., Bureau of Indian Affairs).

We recommend that the President direct all executive departments and agencies to conduct full-scale surveys of internal operations and external program services, in order to determine how intergroup relations goals may be achieved, and discrimination and segregation eliminated.

B. UTILIZATION OF INTERGROUP RELATIONS CONSULTANTS

In the proposed review of department and agency staff practices and program services, and in the continuing activity of the federal establishment in the area of intergroup relations, there is urgent need to marshal and utilize the best available knowledge and expertise.

Today, in a vastly complex society, the Executive Branch has added to its many other functions that of broker in the exchange of knowledge and information. Through the Executive Office and through the appropriate departments, insights and information are received and transmitted to other parts of the federal establishment, to lesser units of

government, and to citizens groups throughout the country. In this past half-century, which has witnessed an acquisition of knowledge unparalleled in any earlier era, this brokerage function has become standard operating procedure in the physical sciences, in medical research, in business planning, in a myriad of activities tinted with a public interest. This has not been true in intergroup relations, nor even, to a comparable degree, in the social sciences.

Despite man's limited understanding of how to build constructive relationships with his fellow men, there is a growing body of knowledge about the crucial elements of intergroup relations. It is possessed by practitioners who have helped to develop it in the struggle for civil rights advances during the past few decades, and their advice should be utilized by the Executive Branch as it guides the Federal establishment into the New Frontier of intergroup relations in government.

Such counsel should be sought before the fact of crisis so that, as in other areas of governmental responsibility, a thorough-going rationale of operation can be developed, to avoid the hasty and reactive efforts which marked and hindered Federal actions during the previous administration.

We recommend that the Executive Branch and all departments and agencies be encouraged by the President to make continuing use of qualified intergroup relations consultants outside the federal establishment:

-- to advise on the proposed survey, to help develop procedures for implementation, to suggest strategic placement of intergroup relations specialists, and to assist in reviewing and assessing initial progress reports.

-- to supplement the advisory services of intergroup relations personnel within the Federal establishment, in interpreting the significance of intergroup relations developments for Federal functions, in further sensitizing departments and agencies to intergroup relations concerns, and in helping shape governmental response to the changing character of intergroup relations.

C. ROLE AND RECRUITMENT OF INTERGROUP RELATIONS PERSONNEL

There is urgent need to expand the role of intergroup relations specialists within the departments and agencies in which they now serve, and to introduce them into those areas of the Federal establishment in which their services are needed but not now utilized. Recruitment of these specialists should be governed solely by qualifications of competence and experience.

Intergroup relations is a factor in the internal and external operations of virtually every department and agency in government. The proposed survey of internal staff practices and external program activities will indicate the many areas in which intergroup relations specialists need to be utilized and, to some degree, the specific nature of their functions. Where the need for intergroup relations specialists is sufficient, and where formalization of their function is appropriate, an intergroup relations service within that department or agency is a logical step. More than two decades of experience suggest that certain cardinal principles are vital to effective operation of such a service:

1) An unequivocal statement by the department or agency head must set forth the policy objective and indicate that the intergroup relations

service has the highest administrative support in the implementation of that policy.

2) The service must be amply staffed with competent and experienced intergroup relations specialists, under one with the rating of assistant department or agency head.

3) The service must have clear responsibility for these duties, among others:

-- Assisting the department or agency head, and his staff, in the formulation, implementation, and evaluation of all aspects of policy, procedure, and program, to insure to minority group members equal opportunity and maximum participation in department or agency employment and in all phases of external program services.

-- Providing technical or advisory assistance to those responsible for recruitment, employment, and training of staff, to insure equal opportunity at all job levels.

-- Providing technical or advisory assistance to those responsible for external program services at all levels, to insure that local action programs embrace the needs, viewpoints, and rights of minority groups.

-- Interpreting to the department or agency the needs and viewpoints of minority groups, and interpreting to minority groups the policy and programs of the department or agency.

-- Representing the department or agency head in the supervision and coordination of intergroup relations operations and policy throughout the department or agency.

Such a service would function in close liaison with the President's Committee on Equal Employment Opportunity. In addition, backed by the coordinating role of the President's administrative assistants on civil rights, the collective services would provide a vitally needed catalyst in accelerating the advance of equality of opportunity in the Federal establishment.

Intergroup relations specialists employed in departments or agencies must be allowed to function as professionals. Too often have they languished as mere symbols of governmental tolerance, brought forth just occasionally to counteract pressures from civil rights forces. Only the authority of the Chief Executive can correct the situation that prevailed in past administrations.

The search for competent intergroup relations specialists must recognize the need for persons who possess a high degree of commitment to equal opportunity and basic democratic values, a deep sensitivity to intergroup relations concerns and minority group aspirations, and a background of intergroup relations knowledge and skills.

It is sad but true that in no other area of government have experience and professional qualifications been ignored so consistently. Department and agency heads have not seemed to recognize that intergroup relations is a tangible field and that given individuals have acquired its knowledge and skills through long years of experience. There is, for example, no U.S. Civil Service register of qualifications for intergroup

relations specialists, and there are no intergroup relations classifications as such. Many cities and states are far in advance of the Federal Government in establishing classifications, qualifications, and even examinations for intergroup relations specialists.

By dint of stereotype and for political reasons, buttressed by the lack of job opportunity elsewhere in the Federal Government, it has also been common practice to name only minority group members to many intergroup relations positions, possibly on the mistaken assumption that all minority group members possess automatically the requisite intergroup relations knowledge and skills. Such assignment by stereotype is as discriminatory as it is erroneous. Patently, there are many minority group members qualified for such posts, but as long as appointing authorities think of minority group identification first, and professional capabilities second, there is the danger of political pressure to overlook the latter.

We recommend issuance of a firm directive to all departments and agencies, defining the role and function of intergroup relations services and personnel as integral to all appropriate government operations.

We further recommend appropriate action by the Executive Office to establish intergroup relations experience and cognate training as the primary qualifications for appointment to intergroup relations posts.

D. COMMUNITY CONSULTATIVE SERVICES IN INTERGROUP RELATIONS

Local communities faced with major intergroup relations problems, especially those that lack their own governmental intergroup relations agencies, have acute need for consultative services not presently available from any other source.

Throughout the United States, there are countless communities totally devoid of intergroup relations resources, and financially unable to secure them. Some of these same communities now face or will soon face monumental intergroup relations problems resulting from such developments as school desegregation, heavy in-migration of minority group families or extensive urban renewal. Other cities and towns, only slightly more fortunate, have intergroup relations resources that are inadequate to cope with local problems. They need a variety of services going beyond the reference clearinghouse noted later; they need the counsel and guidance of competent consultants, matching grants-in-aid to help support local intergroup relations efforts, and, in some instances, demonstration projects or action research programs.

This Administration has asserted a federal obligation to help communities deal with the physical and human problems of urbanization; it has given evidence of its firm resolve to develop dynamic approaches to pressing social problems. It is possible to render significant assistance to beleaguered communities by creating, within the framework of existing departments or agencies, the consultative services that they need in the area of intergroup relations.

We recommend the establishment of an intergroup relations service, appropriately situated within the Executive Branch, which would offer general intergroup relations counsel and technical assistance to local communities and to their intergroup relations agencies, and which would include the use of demonstration projects and the provision of matching grants-in-aid to communities presently unable to support local intergroup relations efforts.

We further recommend the establishment of a community education service, appropriately situated within the Executive Branch, which would offer consultative services and, where warranted, financial aid to those school boards engaged in earnest efforts to desegregate public schools, and which would aid in establishing equal opportunity in vocational education and in training related to formal apprenticeship programs.

E. INTERGROUP RELATIONS IN THE STATE DEPARTMENT AND THE PEACE CORPS

There is acute need to introduce into the State Department, and into such specialized foreign aid agencies as the Peace Corps, intergroup relations concerns relating especially to the orientation and training of overseas personnel, and to the reception of foreign diplomats, visitors, and students.

The vital importance of our national image abroad, and the acute need to demonstrate with vigor and dedication America's deep commitment to the democratic ideal of equal treatment for all persons, demands early and special attention to intergroup relations concerns in activities bearing on foreign relations.

State Department personnel are not now being prepared adequately to interpret abroad America's civil rights problems and intergroup relations efforts and progress. Personnel at all levels are in need of orientation before overseas assignment, and continuing informational services thereafter. These might well be extended to include government personnel sent abroad by other departments and agencies.

Exchange visitors from other lands, and particularly those from Africa and Asia, are not receiving an adequate exposure to the positive

intergroup relations efforts of public and private agencies in communities across the country. Orientation provided for some visitors in Washington is not a satisfactory answer, especially for those who have indicated a deeper interest in civil rights problems. The six hundred intergroup relations agencies throughout the United States offer a resource that should not be overlooked in planning itineraries and in coping with problems of discrimination that some visitors will face.

The establishment of a New Nations Division in the Office of Protocol is a heartening approach to the problems of discrimination encountered by foreign diplomats and students in this country. This effort merits continuing support and resources.

The Peace Corps is an exciting idea that has captured the imagination of thousands of young people in this country and has gained wide support abroad. There are dangers relevant to intergroup relations in this transplantation abroad of relatively inexperienced if totally dedicated young people, however. As in the case of State Department personnel, Peace Corps volunteers must be in a position to interpret accurately and clearly American civil rights problems and intergroup relations efforts. That they will be asked about civil rights matters is a foregone conclusion; that they possess adequate information is the only reasonable answer. The difference between objective information and all that would fall in the category of propaganda or apologia is clear, and only the former should be the subject of Peace Corps orientation. Finally, the process of selection and training must be geared to deal with those psychologically unsuited to intimate contact with persons of other races, creeds or national origin whether they be fellow volunteers or foreign nationals.

We recommend that the Foreign Service Institute be directed to incorporate in its program and structure intergroup relations orientation for personnel assigned to overseas posts.

We recommend further that the governmental and contract agencies responsible for Exchange Program visitors be directed to review orientation procedures and itinerary planning, in order to introduce intergroup relations concerns and to make maximum use of intergroup relations agencies throughout the country.

We recommend that the New Nations Division in the Office of Protocol be adequately and appropriately staffed.

We recommend that the process of selection and training of Peace Corps volunteers include appropriate concern for the effects of prejudicial attitudes and behavior on the interpersonal relationships that must be developed abroad, and that the orientation of volunteers include objective information on American intergroup relations.

F. TRAINING OF INTERGROUP RELATIONS PERSONNEL

Given the acute shortage of experienced intergroup relations workers, inside and outside government, there is an urgent need for the development of governmental training programs in intergroup relations, including both in-service training for present employees and internship training for recruits to the federal service. The personnel needs of community intergroup relations agencies across the country cannot be met through existing replacement channels, and Federal Government help is needed in the training of workers to staff these local efforts.

The reservoir of experienced intergroup relations workers is not large -- perhaps 1,500 in all. Because the field adds only 50 to 100 persons to its ranks each year as its agencies multiply and expand, and because it is still a relatively new field, there are few formal training opportunities. Most newcomers, recruited from other fields, enter at the bottom of the professional ladder and receive their intergroup relations training on the job. This informal process of recruitment and training is not geared to meet sharp increases in the demand for qualified specialists.

The mushrooming growth of state and municipal agencies, a phenomenon of the past two decades in the North and of the past two years in the South, has brought personnel requirements that cannot be met through normal replacement channels, and the result has been a heavy drain on private agency staffs. The field is marked by sudden and far-reaching personnel shifts, not unlike the game of musical chairs.

To fill existing intergroup relations posts in the Federal Government is not an easy task; to staff the services and positions likely to grow out of the proposed survey will create serious problems, especially for private and local governmental agencies that can expect to lose personnel. On the other hand, experienced workers must be found for these Federal positions if intergroup relations goals are to be achieved.

In-service training for those already in the Federal employ offers a partial solution. Most departments and agencies could profitably institute intensive on-the-job training programs for those slated to fill intergroup relations posts, and orientation programs for those

whose intergroup relations responsibilities will be more peripheral. The Civil Service Commission might assume this function for departments and agencies with more modest intergroup relations personnel needs.

To meet long-range personnel needs, internship training should be instituted for new recruits to government service, again under the auspices of the various departments and agencies or perhaps by the Civil Service Commission. These intergroup relations internships should be of at least one year's duration, should consist of on-the-job training and working experience, and should include duty in a field office at the community level. There are some agencies (e.g., Housing and Home Finance Agency) in which internship programs already exist; these need only to be broadened to include intergroup relations concerns.

The acute needs of local communities must be met in different fashion. Through some existing department or agency, or through one yet to be established, the government should promptly initiate training services for local community workers. These might include a centralized training program, grants-in-aid to private or local governmental agencies, and contractual training agreements with universities or national intergroup relations agencies. Scholarship aid to students considering advanced studies in intergroup relations is yet another form of training assistance, and might be coupled with subsequent internship experience.

We recommend that appropriate departments and agencies be directed to institute in-service and internship training in intergroup relations; that the Civil Service Commission be directed to organize such training programs for departments and agencies that do not find it feasible to institute their own; and that the Federal Government, through an existing

department or agency or through one yet to be created, establish a training program and offer financial aid to prepare intergroup relations workers for local community service.

G. GOVERNMENT ROLE IN INTERGROUP RELATIONS RESEARCH

There is an acute need for intergroup relations research in a variety of fields, and this research must be adequately financed and knowingly coordinated. Since private and local governmental research programs and resources are presently inadequate, the Federal Government must take the initiative in stimulating this research.

In a preliminary survey of research needs, conducted in 1960 by the NAIRO Commission on Research Services, an inventory of 107 subjects for study was gathered from professional workers in 25 intergroup relations agencies. This still-expanding inventory shows a need for general knowledge and for action-oriented research in a number of critical areas.

Funds presently available for intergroup relations research are totally inadequate. Most of the foundations have been reluctant to make grants in this highly sensitive field, and most of the intergroup relations agencies are unable to allocate money for research. Even the research being done by those few agencies with research staff and by individuals in university centers suffers for lack of planning and coordination.

Needed research falls into three categories: data-gathering, program-oriented, and basic. Data-gathering is already a function of many departments and agencies of government, but almost all could do more in the area of intergroup relations. In addition, means must be

devised for disseminating this material to local communities. There is considerably less program-oriented or action research, while basic research is a significant void. Some agencies should, for example, delve into the sources of prejudice and the relationship of prejudice to personality development.

To carry on the research program that is needed, an approach along the lines of the National Institutes of Health seems desirable. The agency thus created, whether independent or part of a broader institute, must be prepared and qualified to do actual research, to stimulate and coordinate research in government departments and agencies, and to provide funds for research grants-in-aid to colleges and universities, public and private agencies, and individuals. Specialized research projects should be carried out by qualified persons in the appropriate department or agency, but as part of a master plan for government research in intergroup relations. This overall agency could also perform a much-needed service by furthering exchange of information about research being undertaken independently by colleges, universities, and agencies.

We recommend the establishment of an agency, independently or as part of an existing Department, possibly along the lines of the National Institutes of Health, to coordinate, undertake, stimulate, and help finance needed research in the area of intergroup relations.

We further recommend that the departments and agencies, including the National Science Foundation, be directed to initiate or expand research studies, grants-in-aid, and scholarships in the area of intergroup relations.

H. GOVERNMENT REFERENCE SERVICES IN INTERGROUP RELATIONS

There is an acute need for expanded reference services in intergroup relations: within departments and agencies for the use of federal intergroup relations personnel, and through selected departments and agencies for the use of local communities.

Intergroup relations is such a recent and dynamic field of specialized knowledge that little systematic collection and classification of its written material have taken place. Many of its most valuable documents have not been published as books and are not, therefore, to be found in the Library of Congress. When intergroup relations materials are found in government libraries, they are seldom organized in such a manner as to be readily accessible for reference use. Within the departments and agencies, the available material of the type needed by intergroup relations personnel in their program duties is wholly inadequate.

Those responsible for intergroup relations programs in local communities around the country have need of a central reference clearinghouse. In such a critical area as school desegregation, for example, there is no single source to which communities can turn for appropriate resource materials. Even in the Library of Congress there is no centralized collection of published and unpublished materials on intergroup relations, and no specialized staff to develop such a collection and work with those engaged in intensive intergroup relations research.

We recommend that the departments and agencies which possess intergroup relations services be directed to make budgetary allowance and other necessary provisions for the assembly and maintenance of informational

resources dealing with intergroup relations aspects of the programs they administer.

We further recommend that such departments as Health, Education and Welfare, or possibly that proposed on Housing and Urban Affairs, with areas of competence and jurisdiction bearing directly on major intergroup relations concerns, be instructed to establish clearinghouse reference services for the use of local community agencies and workers.

I. LEADERSHIP ROLE OF THE PRESIDENT IN INTERGROUP RELATIONS

As has already been demonstrated, there is clear need for Presidential leadership in the area of intergroup relations, not simply within the Federal establishment, as suggested in earlier recommendations, but in interpreting to the people the moral and legal issues involved, and in serving as the voice of the conscience of the nation.

The President can exert enormous influence by example. He communicates with the public in such informal ways as his choice of aides and associates or his invitations to White House functions. The inclusion of appropriate minority group members does not go unnoticed, and helps to set the overall intergroup relations tone.

There is another area in which the President could exert great influence. He should call together small groups of key individuals -- opinion molders and decision makers -- to make known his determination to correct inequities, and to enlist their cooperation. This might suggest Presidential discussion with school superintendents of desegregation problems; with state governors of mutual responsibilities to uphold Federal Court decisions and to maintain law and order; with state

attorneys general of the right of all qualified citizens to free access to the ballot box; with business and labor leaders of equal employment opportunities; and with representatives of the housing industry of open occupancy practices.

Firm Presidential leadership can help avert many crisis situations, but when they occur, the President must be heard, pointing to desirable solutions and calling for calm and wise local leadership to cooperate in working out these solutions. There should never again be a vacuum of leadership in the White House, enabling wilful men on the local levels to obstruct the will of the nation.

We respectfully observe that the Presidency requires the type of leadership and moral suasion that can only be exercised from the White House, by voice and in action, in crisis situations and in forthright appeals to the best that is in our people.

NAIRO NEWSLETTER

April, 1961

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO's quarterly report to its 782 members across the country focuses this time on activity along the New Frontier, on Chapter and regional programs, on members much on the move, and on the executive secretary's winter field trips.

NAIRO ON THE NEW FRONTIER

NAIRO recommendations for executive action in intergroup relations were delivered recently to President John F. Kennedy, climaxing six weeks of intensive work by a special "task force" of NAIRO members. The 20-page report, Executive Responsibility in Intergroup Relations, calls for specific policy directives and procedural steps aimed at advancing equality of opportunity in all Federal Government operations, including both internal staff practices and external program services.

Appointed to the study group by NAIRO President GEORGE W. CULBERSON, who served as its chairman, were: DAVID DANZIG (American Jewish Committee); LLOYD DAVIS (Urban Renewal Administration, Chicago); JOHN FEILD (then on the staff of U.S. Senator Philip Hart); HAROLD FLEMING (then with the Southern Regional Council); ROBERT GREENE (American Jewish Committee, Washington); WILLIAM GREMLEY (Cleveland Community Relations Board); JOHN HOPE, II (Race Relations Department, Fisk University); BOOKER T. MC GRAW (Housing and Home Finance Agency).

Also: GEORGE NESBITT (Urban Renewal Administration); PAUL RILLING (Southern Regional Council); FREDERICK B. ROUTH (Michigan FEPC); EDWARD RUTLEDGE (New York State Commission Against Discrimination); PHILIP SADLER (Public Housing Administration); JOHN YOSHINO (then with President's Committee on Government Contracts); and NAIRO Executive Secretary JOHN LASSOE. Several others were invited to serve, but were unable to attend the group's only meeting, held in Washington over the weekend of March 25-26.

REGIONAL ACTIVITY

Plans are proceeding apace for the South Central regional meeting in Little Rock on June 1-2. Participants from the region (Texas, Oklahoma, Louisiana, Arkansas) and neighboring states will hear, among others, LESLIE DUNBAR (Southern Regional Council) and Dr. THOMAS PETTIGREW (Harvard University). Return of the Native: JOHN FEILD (President's Committee on Equal Employment Opportunity) will serve as moderator. NAT GRISWOLD (Arkansas Council on Human Relations) has sparked and directed conference planning.

The Great Lakes region (Michigan, Wisconsin, Illinois, Indiana, Ohio) will hold its Second Annual Conference on June 10-12, at Merrill-Palmer School, Detroit. JOHN MC KNIGHT (Illinois Division, ACLU) is conference chairman, with ELEANOR WOLFE heading the program committee, FLO GOULD in charge of arrangements, and OLIVIA FILERMAN (Chicago Urban League) directing publicity.

DON SLAIMAN (AFL-CIO Civil Rights Committee, Washington) has been named as chairman of the Second Annual Conference in the Middle South region. Intergroupers in the District of Columbia, Delaware, Maryland, West Virginia, Virginia, Tennessee, and Kentucky will be invited to the meeting, in Washington or Baltimore this spring.

Regional Chairmen have named membership recruiters in a number of areas to spark NAIRO's 1961 drive for 1,000 members. Among those who have accepted: IRVING LEVINE (Jewish Community Relations Council, Indianapolis), ELEANOR DUNGAN (Commission on Human Relations, Chicago), ABRAHAM CITRON (Jewish Community Council, Detroit),

EDWARD DICKERSON (Ohio State Employment Service, Cleveland), ROBERT PERLZWEIG (Jewish Community Relations Committee, Cincinnati), JAMES MADISON (Ohio Civil Rights Commission, Columbus), WILLIAM BAGWELL (American Friends Service Committee, North Carolina), WILLIAM WILLIAMS (Florida Council on Human Relations), BORIS CLARKE (Santa Clara County Welfare Department, Northern California), ERWIN FEIERTAG (American Jewish Committee, Los Angeles).

WITH THE CHAPTERS

Meeting in San Jose on March 1st, the Northern California Chapter elected new officers for the coming year: JOAN FEAST (San Jose Redevelopment Agency), chairman; JEANNETTE HARRIS (American Civil Liberties Union, San Francisco), vice-chairman; and WILSON RILES (State Department of Education, Sacramento), secretary-treasurer.

A Los Angeles NAIRO group will apply for Chapter status at the June Board meeting; its officers have already been elected. JOHN BUGGS (Los Angeles County Commission on Human Relations) will chair the Chapter, with MILTON SENN (Anti-Defamation League) as vice-chairman. ROBERT HINES (then with the President's Committee on Government Contracts) was elected secretary.

NAIRO President GEORGE CULBERSON (Pittsburgh Commission on Human Relations) was the speaker at the March 3 meeting of the Chicago Chapter. Subject: Pittsburgh's experience with its fair housing practices law. JOHN MC KNIGHT (Illinois Division, ACLU) is Chapter chairman; OLIVE DIGGS (Chicago Land Clearance Commission), vice-chairman; and MIRRO ROMANOW (Illinois Commission on Human Relations), secretary.

NAIRO Executive Secretary JOHN LASSOE reported on intergroup relations developments around the country at meetings of the Minnesota Chapter on March 7; the Cleveland Chapter on March 15; the Pittsburgh Chapter on March 16; and the Washington, D.C. Chapter on March 22.

The Pittsburgh Chapter meeting on March 16 featured a discussion of "The Nature of Intergroup Relations Practice," with papers presented by LOUIS MASON (Commission on Human Relations) and TOM AUGUSTINE (Urban League). MICHEL ISKANDER (Commission on Human Relations) is acting Chapter chairman.

INSIDE THE DEPARTMENTS

PHILIP SADLER (Public Housing Administration) has been forced by the press of job duties to step down as Federal Services chairman. A successor will be named shortly . . . . HOWARD MC KINNEY (Erie Community Relations Commission) will soon distribute the first in a series of case histories of agency action in tension situations, as reported by various members of the Local Public department. NAIRO President GEORGE CULBERSON will lead off.

COMMISSION APPOINTMENTS

WALTER CARRINGTON (Massachusetts Commission Against Discrimination) has been named as chairman of NAIRO's Commission on Civil Rights, will focus on public accomodations in North and South . . . . H. HARRY GILES (School of Education, New York University) has just accepted re-appointment as chairman of NAIRO's Commission on Education, will focus on human relations education in schools and colleges . . . . A new NAIRO Commission will be created shortly to study the question of de facto segregation in Northern schools.

JOINT SURVEY COMPLETED

A survey of intergroup services in the Federal Government (as of December, 1960) was completed early this year by a study group of the Washington, D.C., Chapter, in cooperation with NAIRO's Federal Services Department. Edited by Chapter Chairman ROBERT GREENE (American Jewish Committee), the study played an important role in NAIRO's "task force" deliberations; it was also offered to key people in government as a factual reference piece.

JOB CHANGES NOTED

JOHN FEILD is now staff director of the newly-created President's Committee on Equal Employment Opportunity (was administrative assistant to U.S. Senator Philip Hart) . . . . FRANKLIN WILLIAMS is now special assistant to the director, Peace Corps, responsible for liaison with the UN and other international agencies (was California Assistant Attorney General) . . . . JOSEPH DOUGLASS is assistant to the associate director, National Institute of Mental Health (was with the U.S. Department of Health, Education & Welfare).

ROSS CLINCHY is now special assistant on minority group matters, U.S. Civil Service Commission (was with the now-defunct President's Committee on Government Employment Policy) . . . . JOHN RIORDAN is now administrative assistant to Representative John F. Shelley (D, Calif)(was in private law practice in San Francisco) . . . . GEORGE SNOWDEN is now special assistant to the assistant administrator for international housing, Housing and Home Finance Agency (was assistant to the administrator for intergroup relations).

BOOKER MC GRAW is now assistant to the administrator for intergroup relations, Housing and Home Finance Agency . . . . MARIETTA (Mrs. Ronald) TREE has been named as U.S. Representative on the United Nations Human Rights Commission . . . ROBERTA CHURCH has left her post with the U.S. Department of Labor, after several years as minority groups consultant.

HAROLD FLEMING is now executive vice-president of the Potomac Institute, Washington, D.C. (was with the Southern Regional Council) . . . . LESLIE DUNBAR is now executive director, Southern Regional Council (was its director of research) . . . . Mrs. WILLIAM PAULEY is now executive director, Georgia Council on Human Relations.

RICHARD TAYLOR is studying social work at Swarthmore College, Pennsylvania (was acting director, Philadelphia Metropolitan Housing Program, AFSC) . . . . IRENE LAMBERT is now with the National Council of Jewish Women . . . . The Rev. JAMES JONES is the new executive director, Mayor's Human Rights Commission, Indianapolis (was pastor, People's Temple, Disciples of Christ).

CLARENCE SENIOR is now professor of sociology at Brooklyn College (was engaged in a research project for the American Society of Planning Officials) . . . . ALVIN MELLMAN will become associate director, Jewish Federation-Council of Los Angeles, in May (is now completing social work studies at University of Pittsburgh) . . . . ROSEMARIE YANNI is now with the Western Mental Health Center, Pennsylvania Dept. of Public Welfare, Pittsburgh (was with American Service Institute).

LAWRENCE LUCKS is now area director, American Jewish Committee, Detroit (was with Jewish Federation-Council of Los Angeles) . . . . WALTER CHAMBERS is now associate director, New Jersey Region, National Conference of Christians and Jews (was with Mayor's Commission on Group Relations, Newark) . . . . AIMEE ISGRIG left the Illinois Commission on Human Relations.

STANLEY LEIBNER is now program director, New York Metropolitan area, American Jewish Congress (was with the New Haven Jewish Community Council) . . . . TED COBB is now deputy director, Chicago Urban League (was its community services director) ARTHUR EDMONDS is now executive director, Pittsburgh Urban League (was with the Flint, Michigan, Urban League).

JAMES FARMER is now national director, Congress of Racial Equality (was on the national staff of the NAACP) . . . . BORIS CLARKE has a new position with the Santa Clara County Welfare Department . . . . W. HAMPTON MC KINNEY has left the Milwaukee Urban League. . . . EUNICE GRIER is now on the staff of the Washington Center for Metropolitan Studies.

MEMBERS IN THE NEWS

Among the three Washington, D.C., NCCJ Brotherhood Award recipients this year were: Dr. JOHN J. O'CONNOR (Georgetown University) and the Hon. JOHN D. DUNCAN (District Recorder of Deeds).

VIRGINIA COFFEY (Mayor's Friendly Relations Committee, Cincinnati) will tour England this summer, visiting major cities and agencies concerned with race problems. The consultations have been arranged by The Standing Conference of Councils of Social Service, at the suggestion of Anthony Wedgwood Benn, M.P., in order to acquaint key Britons with U.S. intergroup relations practice.

PAUL KLEIN has opened his own law office, at 511 Fifth Avenue, New York City . . . . . MIRIAM RITVO (Boston University Human Relations Center) will direct the Colorado College Workshop in Human Relations this summer.

PETER E. HAAS (Levi Strauss Company, San Francisco) has become chairman of the board of the Great Western Garment Company and a director of Pacific Cement & Aggregates . . . . SHELDON STEINHAUSER (Mountain States Regional Office, Anti-Defamation League) was profiled recently in the Denver Post . . . . SIDNEY SAYLES (Anti-Defamation League, Milwaukee) has been named to a three-year term on the Advisory Committee of the Fair Employment Practices Division, Wisconsin Industrial Commission.

JOHN LASSOE (NAIRO) was re-elected in February as national president of the Episcopal Society for Cultural and Racial Unity. Re-elected to the Board of Directors this year were: JOHN BUGGS (Los Angeles County Commission on Human Relations), HAROLD LETT (National Conference of Christians and Jews), and JOHN MC KNIGHT (Illinois Division, ACLU).

FRANCES COUSENS (Michigan FEPC) will be on the faculty of the Encampment for Citizenship, in New York City, this summer; her daughter, PATRICIA, is an alumna . . . . CARL BRADEN's conviction for contempt of Congress (refusal to answer questions of House Un-American Activities Committee at 1958 Atlanta hearing) was upheld by the U.S. Supreme Court; barring Presidential clemency, CARL (Southern Conference Educational Fund) will go to prison for one year in May.

ROLAND SAWYER (United Steelworkers of America) served as director and coordinator of the successful Pennsylvania campaign for a fair housing practices bill this winter . . . . IRVING LEVINE (Indianapolis Jewish Community Relations Council) had the same role in Indiana's victorious effort to strengthen its FEP law . . . . Former NAIRO interns RICHARD SHAPIRO (Anti-Defamation League, Atlanta) and RONALD STEWART (Chicago Urban League) are expecting their first offspring this August.

Report of the B'nai B'rith mission to Germany last summer was released recently. ALEXANDER MILLER (National Office, Anti-Defamation League) led the ten-man group, which included ADL regional directors SOL KOLACK (Boston), ABBOT ROSEN (Chicago), MILTON SENN (Los Angeles), and SAUL SORRIN (St. Louis).

INTERNATIONAL EDUCATION

NAIRO's Committee on International Education (WILLIAM GREMLEY, Cleveland Community Relations Board, chairman) held its first meeting in February, in Washington, D.C. Members, including thirteen specialists connected with governmental and private agency international exchange programs, discussed ways of providing intergroup relations orientation for both foreign visitors and U.S. foreign service personnel. Also discussed: ways of involving community intergroup relations agencies in local visits of overseas guests.

MEMBERSHIP GROWTH

Membership Chairman JOHN YOSHINO (President's Committee on Equal Employment Opportunity) reports an increase of 65 members in three months, to a new high of 782. With seven resignations, the net

gain is actually 58. Reminders are now going out to the many veteran members who have not yet renewed for 1961.

SPONSORS OF NAIRO (1) Although the Sponsors Committee is still in the process of being formed, NAIRO acquired its first sponsor in February. Fittingly, it was LOUIS HOSCH (sometime executive secretary, American Council on Race Relations, and first executive secretary of NAIRO). Having just completed five years service in the Republic of Panama, representing the United Nations Technical Assistance Board, LOUIS has returned to New York for a new assignment with the Public Administration Division at UN Headquarters.

AROUND THE COUNTRY Winter field trips have taken NAIRO's executive secretary to St. Louis, Detroit, Chicago, Milwaukee, Minneapolis-St. Paul, Cleveland, Pittsburgh, Philadelphia, and Washington, D.C. The visits included meetings with NAIRO Chapters and interagency councils, talks to other groups (e.g., Twin Cities Vocational Guidance Association), attendance at conferences (e.g., National Civil Liberties Clearing House), and discussions with countless members and other professionals.

May and June trips will cover Kansas City, Denver, San Francisco, Los Angeles, Little Rock, Indianapolis, and Detroit, possibly other cities. Included will be attendance at the South Central (June 1-2) and Great Lakes (June 8-10) regional conferences, and at the NAIRO Board meeting (Detroit, June 16-17). In July, he will keynote the Ohio State University Institute on Human Relations (Columbus).

EDITORIAL COMMENT Birdseye views and sweeping generalizations come easily after rapid exposure to so much that is going on in intergroup relations, but run the obvious risk of recording the superficial or reflecting a limited sampling. Still, after sober reflection back home, these can be offered for what they may be worth. They relate only to areas visited, of course.

(1) As observed two years ago, but underscored this winter, intergroup relations work is being shaped increasingly by forces outside the field and beyond its control. The relative simplicity of the earlier frontal assault on segregation and discrimination has been replaced by the far more difficult task of gnawing at the edges of a host of social problems that impinge on civil rights. While discrimination and segregation have by no means disappeared, they no longer stand out baldly, inviting direct attack or legislative remedies.

The intergroup relations worker must concern himself with a wide variety of problems and developments. He must acquire or learn how to tap knowledge and skills in a number of fields that would not, at one time, have seemed even remotely peripheral to his appointed task. This has not been easy, and one senses a certain frustration that comes from hacking at branches while the roots thrive.

(2) The field's agencies and workers are not finding it easy to adjust to the fact of increasing Negro leadership in the civil rights movement. There are many exceptions, of course, but in far too many communities, the changing self-image of the Negro American has produced strains and stresses in the intergroup relations family. This was discussed prophetically (i.e., before the sit-ins began) by Johnson, Long, Rose, and Livermore at a January, 1960, meeting; their papers were printed in THE JOURNAL OF INTERGROUP RELATIONS (Vol. 1, No. 2)...and bear re-reading. Reorientation of attitude, reevaluation of role, franker discussion of goals and aspirations, new lines of communication, all seem to be needed -- in some communities more than others -- if Negro agencies and leadership on the one hand, and "non-Negro" agencies and leadership on the other, are to roll again on the same intergroup relations track. That there must be a new recognition and relationship goes without saying.

(3) The impact of the recession on minority group workers has caused agencies to give fresh attention to employment matters, all but shelved by so many in favor of housing opportunity programs. Painful realization that automation will need fewer and fewer unskilled and semi-skilled workers (among whom are a disproportionate number of minority group members) has given new impetus to minority group youth motivation efforts and new priority to attempts to open up training and apprenticeship programs. The field, accustomed to working for fair employment in an era of relatively full employment, must now develop a new psychology and new approaches, to cope with long-term, less-than-full employment.

(4) Interest remains high in the housing opportunity field, bolstered perhaps by the anticipation of an Executive Order banning discrimination in FHA and VA mortgage loan guarantees and in the operation of other federal housing programs. Still, the recession has underscored an old problem: the relatively small number of minority group families that can afford the housing that agencies strive to open to them. Urban renewal has everyone's attention, and almost every community has an example of redevelopment leading to further ghettoization. Hopeful straw-in-the-wind: The invitation from Cleveland's URA to local intergroupers to advise on family displacement and relocation.

(5) Fresh interest seems to have been stirred in the area of public accomodations, perhaps as an outgrowth of the Southern sit-ins. Stronger p.a. laws have been passed in Pennsylvania and Indiana (Ohio soon to follow?), with jurisdiction given to the state commissions. New attention is focusing on state licensing powers, perhaps the only long-range answer. Discrimination against foreign diplomats has received its share of publicity, too.

DATELINE: WASHINGTON (Still one man's opinion) There is little or no likelihood of civil rights legislation at this session of Congress, and the Administration is not expected to press . . . . An Executive Order on housing seems likely this fall, but will probably await Congressional action on federal housing bills and on the proposed Department of Urban Affairs and Housing. It could become entangled in other legislative priorities, and some do not expect it before 1962. Meanwhile, the salutary effect of the Weaver appointment is reportedly felt already at the regional level of HHFA operations.

Text of the recent executive order on employment (covering both government agencies and government contractors) has been applauded widely, but eyes are on implementation to follow. PCEEO has a big task, will reportedly have a much bigger staff than the combined forces of the old committees on government contracts and government employment policy . . . . Six of the old PCGC staff have been retained by the new agency: GEORGE BUTLER, ROBERT HINES, DAVID MANN, RAYMOND SHELKOFSKY, PERCY WILLIAMS, JOHN YOSHINO . . . . Regional offices in Chicago and Los Angeles have been closed.

Civil Rights Commission will probably be continued after November 9th (expiration of its second two-year term); the Administration has asked for renewal. Acting Director BERL BERNHARD has been named to replace GORDON TIFFANY, but has not yet been confirmed by the Senate (whose Judiciary Committee can be expected to move slowly on this) . . . . It is no secret that recent appointments to the Commission (Erwin Griswold and Spottswood Robinson 3rd) give it a pro-rights majority for the first time . . . . Commission's next reports (due at end of present term) can be expected to add more factual data on discrimination in education, housing, and -- from a recent exploration -- employment policies and practices of selected government agencies.

White House has declined to name civil rights aide per se, but will rely heavily on Special Assistants FRANK REEVES and HARRIS WOFFORD . . . . Special State Department unit (New Nations Division, Office of Protocol) will seek to prevent discrimination against Asian and African diplomats. Pedro Sanjuan heads this project. FINIS

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street New York 19, New York
Room 209

1 May 1961

- M E M O R A N D U M -

TO: George W. Culberson
John V.P. Lassoe, Jr.
Membership Chairman and all Regional Chairmen

FROM: Frankye I. Brown

SUBJECT: Delinquent Members

The enclosed letter was mailed today to 2 5 2 members of NAIRO who are delinquent in dues payments. That figure is broken down as follows:

GREAT LAKES:	8 8 (including one Student),	or a total of:	$1310.00
MIDDLE SOUTH:	3 1	or a total of:	465.00
NORTH CENTRAL:	1 4 (including 2 Students),	or a total of:	190.00
NORTH WEST:	2	or a total of:	30.00
SOUTH CENTRAL:	4	or a total of:	60.00
SOUTHEAST:	7	or a total of:	105.00
SOUTHWEST:	1 3 (including 1 Student)	or a total of:	185.00
NORTHEAST:	9 3 (including 5 Students)	or a total of:	1345.00

NOTE: 9 of the above total are Officers and Board Members

Before any of the above totals are finally dropped, however, each of the Regional Chairmen will receive a list in a final effort to collect dues payments. This is a general procedure which occurs each year.

PRESIDENT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

VICE-PRESIDENTS
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Housing and Home Finance Agency
Washington, D.C.
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

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Commissioners' Council on Human Relations
Washington, D.C.
JOHN Y. YOSHINO
President's Committee on Government Contracts
Washington, D.C.
*NAIRO Regional Chairmen
**Legal Counsel

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

1 May 1961

Dear Member:

Your 1961 dues are overdue. We need them and we need you.

We are in the last stages of our drive for financial independence. Within two years, we hope to reach the point where our basic operating expenses will be met by such "normal" income as membership dues, publication sales, conference registration fees, and sponsors' contributions. We count on dues to provide half of our budget at that point.

NAIRO has 782 members today. We need to keep each one. Our 1961 goal is 1,000 members. We need to recruit those 218 others. Our life may depend on it.

We need more than your money, however; we need you -- as a member, as a participant in our program, as a thoughtful contributor to the growing body of intergroup relations knowledge and skills. NAIRO will be speaking out more in the days to come; our recent "task force" recommendations to President Kennedy are but a sample of this articulation of the field's concerns. We need to be able to speak for a large number of the field's professionals and lay leaders.

NAIRO looks forward to receiving your dues check for the present year. May we hear from you soon?

Best wishes, as always.

Sincerely,

John V.P. Lassoe, Jr.

JOHN V.P. LASSOE, JR.

P.S. We are not enclosing another bill, but you will remember that dues are $15 annually (students, $5).

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MALCOLM B. HIGGINS
State Board Against Discrimination
Olympia, Washington
ARTHUR JOHNSON
N.A.A.C.P.
Detroit, Michigan
*K. C. JONES, JR.
Community Relations Board
Cleveland, Ohio
**THEODORE LESKES
American Jewish Committee
New York, New York
FRANCES LEVENSON
National Committee Against Discrimination
in Housing
New York, New York
*WADE MACKIE
American Friends Service Committee
Baton Rouge, Louisiana
MILDRED MAHONEY
Massachusetts Commission Against
Discrimination
Boston, Massachusetts
JOHN MORSELL
N.A.A.C.P.
New York, New York
*EMANUEL MURAVCHIK
Jewish Labor Committee
New York, New York
ALAN REITMAN
American Civil Liberties Union
New York, New York
*PAUL RILLING
Southern Regional Council
Atlanta, Georgia
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan
*DAVID A. SAWYER
Commissioners' Council on Human
Relations
Washington, D.C.
JOHN Y. YOSHINO
President's Committee on Government
Contracts
Washington, D.C.
*NAIRO Regional Chairmen
**Legal Counsel

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

12 May 1961

Dear Member:

We are enclosing a complimentary copy of the Directory of Intergroup Relations Agencies, which we hope you will use as a sample in securing orders for our remaining stock. Although there have been many personnel changes since it was published in late 1959, the directory is still the most comprehensive listing of agencies available. We are anxious to clear our shelves, to make room for new publications, and we have reduced the price to $1 per copy. We hope that you can help us dispose of our modest supply.

The enclosed NAIRO Newsletter indicates that we are still growing and ever more active. That growth and that activity give me real hope that we will reach our 1961 goal of 1,000 members, but we will need your continuing help.

We are again indebted to the Anti-Defamation League for making available the enclosed Joint Newsletter on Intergroup Relations, a SSSP-SPSSI publication.

We think that you will want to have a copy of our By-Laws, as revised at the last Annual Meeting, for your information and reference use.

We look forward to seeing you in San Francisco next November, if not before.

Sincerely,

George W. Culberson

GEORGE W. CULBERSON
President

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Enclosures - 4

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

24 May 1961

TO: NAIRO Board of Directors
NAIRO Commission, Department, Committee Chairmen
NAIRO Chapter Chairmen

FROM: George W. Culberson

SUBJECT: BOARD OF DIRECTORS MEETING * JUNE 16,17 * DETROIT

As you know, the NAIRO Board of Directors will hold its quarterly meeting in Detroit on Friday and Saturday, June 16 & 17, 1961.

The meeting hours tested at the January meeting proved to be both popular and workable; we will follow them again. The meeting will begin at 4 p.m. on Friday afternoon and will end at 3 p.m. on Saturday. Since the time is short, and the agenda long, I urge you to plan your arrival and departure so as to be with us throughout.

We will meet in the offices of the Michigan Fair Employment Practices Commission, 900 Cadillac Square Building, Detroit.

The agenda is enclosed; your additions will be welcomed.

COMMISSION)
DEPARTMENT)
COMMITTEE) CHAIRMEN: If you cannot attend the Board meeting, may we
CHAPTER) ask for a written report on your current activities
REGIONAL) and future plans.

I remind you that the meeting dates were chosen for the convenience of those planning to attend the Conference of Commissions Against Discrimination, meeting outside Detroit on June 18 - 21st. The Michigan FEPC is serving as secretariat and can provide additional information.

RESOURCES AND) Chairman Lloyd Davis is planning to call a
PLANNING) meeting of the R & P Committee in Detroit
COMMITTEE) on June 16 (Friday), beginning sometime in
MEMBERS) the morning. I hope that you will be present.

The Detroit NAIRO Chapter is planning a party for the Board and visitors on Friday evening, June 16, after dinner.

FINANCE) Chairman Burt Gordin will call a meeting of
COMMITTEE) the Finance Committee at dinner on Friday,
MEMBERS) June 16, after our first Board session.

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REPLY CARD ENCLOSED

Treasurer's Office

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building
Philadelphia 2, Pa.

BUDGET: January 1 to May 31, 1961

ANTICIPATED RECEIPTS			ACTUAL RECEIPTS		
Membership Dues		10,000.00	Membership Dues		6,765.00
New	1,500.00		New	1,280.00	
Renewal	8,500.00		Renewal	5,485.00	
Life Memberships		1,000.00	Life Memberships		- - -
Publications		4,750.00	Publications		2,763.55
Journal	4,200.00		Journal	2,644.50	
Directory	350.00		Directory	35.50	
Other	200.00		Other	83.55	
Proceeds from 1960 Conference		2,089.43	Proceeds from 1960 Conference		2,089.43
Registrations	1,201.00		Registrations	1,201.00	
Return of Advance	300.00		Return of Advance	300.00	
Local Contributions	588.43		Local Contribs.	588.43	
Development Fund		1,500.00	Development Fund		701.00
Sponsors of NAIRO (Individual Gifts)		1,000.00	Sponsors of NAIRO (Individual Gifts)		25.00
Special Grants		12,070.57	Special Grants		2,500.00
A.J. Committee	1,000.00		A.J. Committee	- - -	
Other Agencies	2,070.57		Other Agencies	- - -	
McGregor Fund	5,000.00		McGregor Fund	2,500.00	
Other Fdtns.	4,000.00		Other Fdtns.	- - -	
Total		$32,410.00	Total		$14,843.98

Balance as of 1/1/61	2,834.84
Total cash to be accounted for	$17,678.82
Expenditures	14,826.39
Balance on Hand	$ 2,852.43

Benjamin Franklin Savings & Loan Assn.	$ 974.70
Girard Trust Company	1,877.73
	$ 2,852.43

BUDGET - continued - 2

ANTICIPATED EXPENDITURES		
National Office		15,160.
Exec. Secy.	10,000.	
Office Secy.	4,660.	
P.T. Clerical	500.	
Employee Benefits		480.
Hospitalization	100.	
Soc. Security	320.	
Disability Ins.	60.	
Office Expenses		7,975.
Hospitality	100.	
Rent	1,500.	
Equipment	250.	
Postage	1,200.	
Printing	1,000.	
Telephone	750.	
Office Supplies	600.	
Travel	2,500.	
Subscriptions	25.	
Miscellaneous	50.	
President's Office		100.
Treasurer's Office		395.
Bookkeeping	300.	
Audit	50.	
Postage, Supplies	10.	
Bonding	35.	
Publications		7,800.
Journal (4)	7,500.	
Promotion	300.	
Promotion Regional Chairmen		400.
Miscellaneous		100.
Total		$32,410.

ACTUAL EXPENDITURES		
National Office		6,348.67
Exec. Secy.	4,166.70	
Office Secy.	1,950.00	
P.T. Clerical	231.97	
Employee Benefits		224.94
Hospitalization	16.85	
Soc. Security	148.09	
Disability Ins.	60.00	
Office Expenses		3,811.66
Hospitality	61.27	
Rent	583.40	
Equipment	90.07	
Postage	394.00	
Printing	1,037.97	
Telephone	210.88	
Office Supplies	233.93	
Travel	1,150.84	
Subscriptions	16.55	
Miscellaneous	32.75	
President's Office		- - -
Treasurer's Office		75.00
Bookkeeping	75.00	
Audit	- - -	
Postage, Supplies	- - -	
Bonding	- - -	
Publications		4,251.18
Journal	4,244.28	
Promotion	6.90	
Promotion Regional Chairmen		112.94
Miscellaneous		2.00
Total		$14,826.39

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

A G E N D A

I. Approval of Minutes: January meeting

II. ORGANIZATION
- A. Executive Secretary's Report
- B. Resources and Planning Committee: Lloyd Davis, Chairman
  - *Reorganization of Committees
- C. Departmental Reorganization: B.T. McGraw
  - *Report of Special Committee
- D. Commissions, Departments, Committees: Chairmen
  - *Activity Reports
  - *Appointments
- E. Regions: Regional Chairmen
  - *Reports
  - *Redistricting
- F. Chapters: Chairmen
  - *Reports
  - *Charter application (Los Angeles)
  - *Chapters By-Laws amendment: Northern California
  - *Chapter public policy statements: Frederick B. Routh

III. FINANCES
- A. Treasurer's Report Burton I. Gordin
- B. Finance Committee: Burton I. Gordin, Chairman
- C. Development Fund: Frederick B. Routh, Chairman
- D. Sponsors of NAIRO
- E. Life Membership Drive
- F. Other Fund-raising efforts

IV. CONFERENCE
- A. 1961 Arrangements: Edward Howden
- B. 1961 Program: Richard V. Marks
- C. 1963 Arrangements: K.C. Jones, Jr.

V. SPECIAL PROJECTS
- A. Housing Opportunity Program: Edward Rutledge
- B. International Conference: John Lassoe (for Frank Loescher)
- C. Southern Field Training Program: John Lassoe

VI. OTHER BUSINESS
- A. Membership in National Conference on Social Welfare: John Slawson (letter)
- B. Recommendations to the President: George Culberson
- C. Group life insurance for Members: John Lassoe
- D. Proposed By-Laws Amendment: Election of Nominating Committee by Regions.

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

BOARD OF DIRECTORS MEETING
June 16 & 17, 1961
Detroit, Michigan

MINUTES

PRESENT: George W. Culberson, presiding; John Binkley; Virginia Coffey; Frances Cousens; Lloyd Davis; Louis Ervin; Frank Fager; Irving Goldaber; Burton Gordin; Malcolm Higgins; K.C. Jones, Jr.; Frances Levenson; Booker T. McGraw; Paul Rilling; Frederick Routh; Edward Rutledge; John Yoshino.

Guests: Walter Carrington; Abraham Citron; Patricia Cousens; Walter Greene; Edward Howden; Richard Marks, Edward Torrones; John V.P. Lassoe, Jr.

I. ** (Rutledge-Jones) Approve Minutes of January 13-14 meeting. CARRIED.

II. Report of the Executive Secretary

Expanding membership, increasing correspondence, and continued growth in other services (e.g., Personnel Registry: 30 job openings in first six months of 1961, all mailed to 86 member-registrants) have accentuated the acute staff shortage in the national office. It has remained manageable only because of the executive secretary's field trips (reducing correspondence) and because the Newsletter is now reproduced by a mailing house. There is grave need for new equipment: an electric typewriter, an electric mimeograph machine, a photocopy machine, and a dictating-transcribing machine, probably in that order. A special foundation appeal has brought no results to date. Even with trade-in allowances, money remaining in the equipment budget item is insufficient to permit purchase of even one of these pieces. (Referred to Finance Committee)

It has been impossible to find time to mimeograph the membership roster this spring, and there will be grave problems if NAIRO continues to provide copies for all members (850 copies; 60 pages). It would cost over $300 to mimeograph and collate this outside the office; it would tie up the office for weeks if it were done internally.

** (Davis-Yoshino) Mimeograph 100 copies of 1961 roster, for use of leadership only. CARRIED.

The Office Secretary's unused vacation time presents additional problems this year. It was not possible for her to take the full four weeks during 1960, and two weeks (10 working days) of this is still due, together with the four weeks for 1961. She is willing to accept financial reimbursement for the 1960 vacation time, and

such payment is recommended (in lieu of salary that would have to be paid to a vacation replacement). (Referred to Finance Committee)

During the first six months of 1961, the executive secretary visited 28 cities in 14 states and the District of Columbia, traveling 15,000 miles in the process - - and spending 80 of the last 150 days on the road. He met with all nine Chapters and with other professional groupings, and attended regional conferences in Little Rock (South Central) and Detroit (Great Lakes). (Observations are contained in supplementary report attached.)

III. Resources and Planning Committee

Lloyd Davis, chairman, presented the recommendations of the Resources and Planning Committee relating to NAIRO's committee structure:

A. Committee on the Profession and the Professional Worker (an overall body combining concerns of existing committees on professional standards, educational & professional training, economic security, and professional ethics. Will work through subcommittees, whose chairmen -- together with overall chairman -- comprise committee.)

1. Subcommittee on Professional Standards: To develop criteria, standards and procedures that will serve as a basis for selection of intergroup relations workers at entering level.

   a. Ad Hoc Subcommittee on Accreditation: To develop criteria, standards and procedures that will serve as a basis for the accreditation of intergroup relations consultants.

2. Subcommittee on Professional Ethics and Security: To survey and study the entire question of professional status, livelihood, and job tenure, as a basis for developing and recommending appropriate agency standards and policy, and to develop procedures for securing their adoption; to develop standards of ethical conduct for professional practitioners; and to gather and disseminate data on economic security (wages, fringe benefits, pension plans, etc.) within the profession.

3. Subcommittee on Educational and Professional Training: To survey professional entrance requirements in intergroup relations agencies, as well as the sources of new personnel; to recommend to educational and training institutions the type of training that would best equip people for intergroup relations vocations; and to recommend to agencies the type of in-service or other training that would best prepare junior professionals for advancement to higher job levels. Attention shall also be given to NAIRO or interagency projects that would advance professional preparation.

** (Davis-Gordin) Approve reorganization of professional committees, as outlined. CARRIED.

B. Conference Committee - no charge
C. Conference Program Committee - no change
D. Resolutions Committee: 1961 committee is charged with drawing upon all past Statements of Concern in the development of a

permanent credo, to be submitted for adoption at the Annual Meeting this November. Topical resolutions in future years would flow through the Committee on Public Policy, and the Resolutions Committee as such would disappear.

** (McGraw-Cousens) Approve. CARRIED.

E. Newcomers Committee - abolished (assignment now completed)
F. International Education Committee - no change
G. International Relations Committee - no change
H. Special Public Relations Committee - no change
I. Panel on Professional Integrity: Will retain its function of investigating -- as charged by the President -- cases where violation of integrity is alleged.
J. Legal Committee: In practice, this has been a one-man committee, i.e., the appointed Legal Counsel, which has proved to be ample for the task. The committee will not be activated beyond that.

** (Davis-Rutledge) Approve present practice. CARRIED.

K. Editorial Board, JOURNAL OF INTERGROUP RELATIONS: No change.
L. Program Development: To be responsible for continuing evaluation of current organization and program of NAIRO, and for recommendation of new organization and program.
M. Financial Development: To undertake the financial development of NAIRO (i.e., fund-raising).

** (Davis-Rutledge) Approve creation of Committees on Program Development and Financial Development, replacing Resources and Planning. CARRIED.

N. Budget Committee, replacing present Finance Committee but with no substantial change in function. Still to be chaired by Treasurer.
O. Special Interdepartmental Committee - no change; to be retained until present assignment is completed.
P. Committee on Interprofessional Relations - no change.
Q. Sponsors Committee) No change in function. Work of
R. Life Membership Committee) these committees will be coordinated
S. Development Fund Committee) by Financial Development Committee.
T. Membership Committee - no change.

IV. Report of Membership Committee

John Yoshino, chairman, reported a current total (June 13th) of 805 members, a net increase of 91 since January 16th. During the five-month period, 109 new members enrolled, but 17 declined to renew, and one died.

Breakdown of present membership: Life members, 3; Active members, 721; Associate members, 44; Student members, 37.

** (Gordin-Routh) Recognize with deep appreciation the efforts of the Membership Chairman in NAIRO's continuing growth. CARRIED.

V. Departments

Booker T. McGraw, chairman of a special committee to survey function

and role of NAIRO Departments, reported considerable difficulty in securing reactions and recommendations from present Department chairmen. On the basis of the few comments received, he could only conclude that there was little enthusiasm for the present depaatmental structure; he suggested experimentation with a breakdown based entirely on geography, and with no separation of public and private agency workers, i.e., Local Community, Metropolitan, State, Regional-National.

Frances Cousens recommended the substitution of sections, based on area of professional activity or concern (e.g., school-community relations, police-community relations, legaa, public relations).

** (Rutledge-Goldaber) Abolish existing Departments as of Annual Meeting, and direct the President to appoint an appropriate body to consider and recommend substitute activity for the members. CARRIED.

VI. Report of the Treasurer

Burton I. Gordin presented the 1960 audit, accounting for $40,494.79 on hand or received in 1960.

** (Yoshino-Davis) Audit accepted. CARRIED.

The Treasurer presented the financial statement for the period, January 1 to May 31, 1961. (Appended) Receipts totaled $14,843.98; Expenditures amounted to $14,826.39. Balance on hand, virtually unchanged since January 1, was $1,877.73 (with $974.70 additional in the Executive Secretary's Severance Pay Reserve).

Analysis suggested that the following receipts were keeping pace with budget anticipations: membership dues, 1960 Conference proceeds, Development Fund (paid or pledged). The following were in arrears: Life memberships, publications, sponsors, special grants. Expenditures were in line with anticipated outgo, with the exception of printing (already in excess of line authorization).

Reporting for the chairman of the Editorial Board, the Treasurer noted that subscribers to the JOURNAL now numbered 325, a decrease of 146 from the first-year high of 471. Lacking an analysis of those subscribers who had failed to renew, the Board directed the executive secretary to study present and lapsed subscribers, and to confer with the Editor and the Editorial Board chairman on new promotional efforts.

Frederick Routh, chairmaa, reported that the Development Fund had almost reached its 1961 goal of $1,500. Cash receipts ($701) and outstanding pledges ($533) total $1,234. These figures do not include $310 paid into the Fund between November 15, 1960 and January 15, 1961. A new appeal will be sent to those who have joined NAIRO since the January Development Fund mailing.

** (Routh-Rutledge) Approve Development Fund report. CARRIED.

** (Rutledge-Fager) Accept the treasurer's report. CARRIED.

** (Routh-Jones) Extend special thanks to the American Jewish Committee for its 1960 grant of $1,000 and its extensive contributions to the "Big Think" consultation of January, 1960. CARRIED.

VII. Report of the Finance Committee

Upon recommendation of the Finance Committee (Burton Gordin, chairman), the following actions were voted:

** (Gordin-Rutledge) Approve payment of salary, equivalent to unused 1960 vacation time (two weeks), to Mrs. Frankye Brown; establish staff policy that each year's vacation time must be used by January 10th of the following year. CARRIED.

** (Gordin-Routh) Replace line budget limitations with category budget limitations, authorizing executive secretary to shift monies among line items within each category (e.g., Office Expenses). CARRIED.

** (Gordin-Rutledge) Increase salary of executive secretary to $10,500 in 1962. CARRIED. (Rutledge-Jones) Amend effective date to July 15, 1961. CARRIED.

** (Routh-Rutledge) Beginning with the twelve month period, July 15, 1961 to July 14, 1962, and for each twelve-month period thereafter, $500 shall be paid into the executive secretary's Severaace Pay Reserve, such money to accrue to him upon termination of his employment. CARRIED.

VIII. Sponsors of NAIRO

The President reported that the Sponsors Committee had not yet been activated and that it might be necessary to replace the Secretary-Coordinator. Two national co-chairmen have accepted appointment, and many names have been suggested for other co-chairmanships or for regional responsibilities. The lack of staff help has been a major deterrent in this campaign.

IX. Life Memberships

The President reported that Life Membership Co-chairmen have not yet been appointed and that there has been no increase in this category (still one Life Member and two Life Member Contributors). It was suggested that agencies might be invited to purchase life memberships for their executive directors, to be presented formally at their respective annual meetings.

X. Special Project on Foreign Students

Reports of cordial relationships established by NAIRO with the National Association of Foreign Student Advisors (beginning with the "exchange" appearances of association presidents at recent annual meetings) prompted Edward Rutledge to suggest development by NAIRO of a special project in this area. Funds should be sought for a staff person to travel to international houses and college campuses around the country, to advise foreign student advisors on problems of discrimination faced by the foreign students (with

special attention to housing of Africans and Asians). Liaison between these advisors and local intergroup relations agencies would be fostered as a channel for continuing assistance. The project would involve close cooperation with the NAFSA, perhaps mutual sponsorship.

** (Rutledge-Routh) Approve project in principle, directing executive secretary to prepare foundation proposal. CARRIED.

XI. Regional Activity

A. Northeast: Three Chapters are chartered and active (Philadelphia, New York, Pittsburgh). Plans for a fall regional conference are now being discussed.

B. Middle South: A regional conference is planned for the fall, in Washington, D.C. (site of the region's only Chapter). Donald Slaiman has accepted the conference chairmaaship.

C. South Central: The region's first conference was held in Little Rock on June 1-2, 1961. It drew 124 participants, 103 from Arkansas and 21 from eight other states and the District of Columbia. Speakers were of high calibre, and publicity locally was impressive (it was the first such conference in the area since 1956 that was fully open to the press). There was a deficit of $530.95, however, and a letter from Nat Griswold, Conference chairman, requesting funds to help meet this, was read.

** (McGraw-Jones) Transfer to the Conference account the sum of $200, representing the South Central and Southeast regional allocations of $100 each, with the understanding that this shall not establish a precedent for future regional meetings. CARRIED.

There was considerable discussion of the manner in which regional promotion funds are budgeted. After one motion, limiting regional funds to the $400 presently in the budget, failed for lack of a second, there was consensus that the eight regions were allowed to spend up to $100 apiece, more in extraordinary situations, for promotion. The $400 item represented, it was agreed, simply the actual expenditure anticipated earlier in the year, on the basis of previous years' experience.

D. Southeast: There is a possibility that a regional conference will be held in the spring of 1962, replacing or in tandem with a quarterly meeting of the Southern Interagency Council. That body has been giving fresh thought to its future role and function, and has considered the possibility of some formal relationship with NAIRO. The region has no Chapters as yet, but one in Atlanta is likely in the near future. All but 13 of the intergroup relations professionals in the region have now joined NAIRO. (Paul Rilling)

E. North Central: Possibilities of Chapters in Kansas City and St. Louis have been pursued by the Regional Chairman and by the executive secretary. Membership recruiters have been named in most of the cities in the region. The peculiar geography of the

region makes a regional conference unlikely. Minnesota continues to be the only chartered Chapter. (Louis Ervin)

F. Southwest: The region's major focus is on the forthcoming Annual Conference in San Francisco. There is a Chapter in Northern California, and application from Southern California members is before the Board.

** (Rutledge-Levenson) Approve charter for Southern California Chapter, subject to review of By-Laws by Legal Counsel. CARRIED.

There is strong likelihood of a Chapter in Denver.

The Northern California Chapter raises two policy questions: (1) Are national members of NAIRO automatically members of a Chapter in their locality? (Consensus: They are in the sense that they must be invited to take part. They cannot be required to pay local assessments, however, if they do not choose to participate in Chapter activities.) (2) Can a Chapter that faces the problem of funds to cover local mailing or meeting costs expect help from national NAIRO or is the assessment of local members its only recourse? (Consensus: There are no national funds available presently to help cover continuing costs of Chapter activity.)

** (Rilling-Routh) Authorize the Northern California Chapter to assess its local members up to $3 per year, subject to approval of local membership in referendum. CARRIED.

** (Davis-Fager) Subject to approval by the local membership, the Washington, D.C., Chapter is also granted permission to levy an annual assessment of not more thaa $2. CARRIED.

** (Routh-Fager) Approve the following amendment to the By-Laws of the Northern California Chapter: Under Article X. Amendments, add as paragraph #2: "After an amendment has been approved by a majority vote of the members of NAIRO present and voting, it shall be submitted to the national Board of Directors of NAIRO for their approval. It shall not become effective until such approval is granted." CARRIED.

G. Great Lakes: The Regional Chairman has visited the three Chapters in the region this year (Chicago, Detroit, Cleveland). Chapters are considered hopeful and likely in three other cities (Indianapolis, Cincinnati, Toledo). Membership recruiters have been named in all six cities, and in Milwaukee and Columbus. The Great Lakes Regional Conference in Detroit on June 9-11 was highly successful, drawing over 90 participants from all states in the region. There is need to study financial problems faced by such conferences and to determine policy on possible deficits; a Great Lakes conference deficit this year was met only through a small surplus remaining from 1960. (K.C. Jones, Jr.)

H. Northwest: Seattle efforts have focused on boosting NAIRO membership (including conversations with the University of Washington faculty and the Civil Rights Research Group) and on trying to encourage attendance at the Annual Conference in November. There

are as yet no Chapters in the Region.

Following discussion of regional and Chapter activity, Irving Goldaber suggested that an appropriate body within NAIRO be directed to review the annual Chapter activity reports and to analyze these for the Board at its post-Conference meeting, as a guide for future aid and service to Chapters.

XII. International Education Committee

A written report from William Gremley, chairman, was read. A February meeting in Washington, D.C., involving thirteen representatives of private and governmental agencies involved in international exchange programs, brought a series of recommendations of ways in which greater contact between these groups and the various intergroup relations agencies might be fostered. The committee is now pursuing these and is in continuing contact with the exchange personnel.

XIII. Fifteenth Annual Conference, 1961

Richard V. Marks, chairman, Conference Program Committee, presented the tentative outline for the four-day meeting as developed by his group through weekly meetings over a two-month period. Comments from Helen Amerman and other West Coast members were also presented. After considerable discussion, the Board approved a revised outline (attached) and asked the Conference Program Committee to develop this in final form, securing the necessary speakers. The Committee was given full authority to re-arrange topics scheduled for Thursday evening, Friday morning, and Friday luncheon, to suit the convenience of the speakers.

Edward Howden reported for the Conference Committee, outlining plans for arrangements, promotional mailings, the President's Reception, and special tours and events.

IX. Seventeenth Annual Conference, 1963

Upon recommendation of the Cleveland Conference Committee, the Board **voted to (Coffey-McGraw) Approve the Pick Carter Hotel as the site, and Wednesday through Saturday of the week of November 18th as the dates of the 1963 Annual Conference. CARRIED.

X. Recommendations to the President

George Culberson reported on efforts to secure an interview with President Kennedy, in order to present to him the recommendations for executive action developed by a NAIRO task force in March. To date, all attempts to secure an appointment have failed, largely due to the Cuban and Laotian crises, the President's trips, and his recent illness. If fresh efforts now in progress fail, the report will be sent to him and released to the press.

Tribute was paid to the members of the task force, all of whom contributed considerable time and effort (many coming to Washington at their own expense for the task force meeting): George Culberson, David Danzig, Lloyd Davis, John Feild, Harold Fleming, Robert Greene, William Gremley, John Hope, II, Booker T. McGraw, George Nesbitt,

Paul Rilling, Frederick Routh, Edward Rutledge, Philip Sadler, John Yoshino, John Lassoe.

XI. Proposal for Intergroup Relations Training

The executive secretary presented an outline of a three-year program in the area of professional training, calling for an annual budget of $70,000 (see attached).

** (Routh-Binkley) Approve program as outlined and authorize approaches to foundations for necessary funds. CARRIED.

XII. September Meeting of Executive Committee

Because of the travel expenses involved in Board meeting attendance, and especially in view of the distance from most members of this year's Annual Meeting, there was consensus that the Board should not hold a quarterly meeting in September, unless circumstances make it absolutely necessary. The Executive Committee will meet, however, with power to act for the Board. Among items specifically referred to the Executive Committee was the development of a By-Laws amendment on Nominating Committee procedure, as directed by the membership at the 1960 Annual Meeting.

The meeting adjourned at 4:45 p.m., with a vote of appreciation to the Michigan Fair Employment Practices Commission for its hospitality.

Respectfully submitted,

JOHN V.P. LASSOE, JR
Secretary pro tem

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Appended: 1961 Conference Program Outline
Executive Secretary's Semi-Annual Report
Financial Statement, January 1 - May 31, 1961
"NAIRO and Professional Training" (outline)

MINUTES - appendix

FIFTEENTH ANNUAL NAIRO CONFERENCE
San Francisco, California
November 7-10, 1961

Theme: The Changing Metro-Urban Complex

Program Outline Approved by Board of Directors: June 17, 1961

TUESDAY, NOVEMBER 7

10 A.M. OPENING SESSION
- Keynote Address by prominent speaker (Governor Brown?)
- Presidential Address: George Culberson

12 Noon LUNCHEON SESSION: "METROPOLIS" (Population, Housing, etc.)
- Possible speaker: Charles Abrams

2:30-4:30 FOUR (OR MORE) CONCURRENT DISCUSSION GROUPS, each around an action case history in one of such areas as the following:
- Urban Renewal and Redevelopment
- Race and Religion in Suburbia
- Impact of Residence on School Patterns
- Experience with Fair Housing Laws

4:30-7:30 OPEN

7:30-9:30 "NAIRO AND INTERGROUP RELATIONS: THE 1960's"
- Housing Opportunity Proposal
- International Conference Proposal
- Professional Training Proposal
- Foreign Student Services Proposal
- Miscellaneous Business

* * * *

WEDNESDAY, NOVEMBER 8

10 A.M. GENERAL SESSION: "POLICE-COMMUNITY RELATIONS" (possibly broadened to law enforcement problems in general, including "race and crime")
- Possible speakers: Attorney General Kennedy, Joseph Lohman, former New York City Police Commissioner Stephen Kennedy, Orlando Wilson.

12 NOON LUNCHEON SESSION: "SCHOOL SEGREGATION AND ECONOMIC OPPORTUNITY" (implications of school practices for future employment of minority group members)
- Possible speaker: Whitney Young

2:30-4:30 FOUR (OR MORE) CONCURRENT DISCUSSION GROUPS, each around an action case history in one of such areas as the following:
- Motivation (Higher Horizons) & Counseling
- Curriculum Development, Teacher Training
- Church- State Separation
- Training for the Age of Automation

4:30-6:30 "THE ANTI-INTEGRATIONISTS: OLD AND NEW"

Concurrent discussion groups, each on one of the following or all on all of the following:
- Black Nationalism
- White Supremacy: South & North
- Neo-McCarthyism (John Birch Society, etc.)
- Communism

6:30 on — OPEN

THURSDAY, NOVEMBER 9

10 A.M. — GENERAL SESSION: "A PROFESSIONAL CREDO FOR INTERGROUP RELATIONS"
- Adoption of a permanent State of Concern

12N-2 P.M. — OPEN (LUNCH)

2-3:30 P.M. — GENERAL SESSION: "THE SPANISH-SPEAKING IN THE SOUTHWEST"
* Speaker, panel, floor questions

3:30-5 P.M. — FOUR CONCURRENT DISCUSSION GROUPS: "INTEGRATING MIGRANTS AND NEWCOMERS" (each group on one of the following)
- Spanish-speaking
- American Indians
- Negroes
- Southern Mountain Whites

* 7-9:30 P.M. — BANQUET: "INFLUENCE OF THE CITY ON AMERICAN PERSONALITY AND CULTURE: RETROSPECT AND PROSPECT" OR "FEDERAL RESPONSIBILITY FOR EQUAL HOUSING OPPORTUNITY"
- Possible speakers (Topic 1): Lewis Mumford, Bishop Pike, William Whyte
- Possible speaker (Topic 2, preferred): Robert Weaver

9:30 on — PRESIDENT'S RECEPTION

FRIDAY, NOVEMBER 10

* 10 A.M. — GENERAL SESSION: "POWER AND POLITICS"
- Speaker. Panel? Floor discussion.

* 12 Noon — LUNCHEON SESSION: "REPORT FROM THE SOUTH"
- Speaker.

2:30 P.M. — CONFERENCE CLOSES

* The Conference Program Committee was given full authority to re-arrange these three sessions, to fit possible sepakers' schedules.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

REPORT OF THE EXECUTIVE SECRETARY TO THE BOARD OF DIRECTORS JUNE 16, 1961

Since the last Board meeting in January, my time and attention have been devoted almost exclusively to NAIRO program matters, and especially to travel in the field. This has necessarily been at the expense of fund-raising, something which must now comma d major attention, but I hope that the results in terms of internaa strength will justify the emphasis. The winter trips helped, in any case, to compensate somewhat for travel restrictions during 1960.

Although not normally of a statistical bent, I find that plane travel demands some form of feverish activity to keep my mind and eyes from flapping wings, fiery engines, and gaping space below. I can, therefore, offer the following figures: since the Board meeting 150 days ago, I have spent 80 days in the field, visiting our members in 28 cities located in 14 states and the District of Columbia. This has carried me over 15,000 miles (almost 9,500 of them in the air). I have not tallied precisely, but I would guess that I have seen more than 75% of our members during that period. All of this may help to explain why your letters have been answered belatedly -- or gone unanswered....

It was possible for me to meet with each of our nine Chapters and with a number of other professional groupings; to speak at a variety of agency meetings; to attend our two regional conferences this spring (South Central, in Little Rock, and Great Lakes, in Detroit); and to take advantage of a certain amount of television and newspaper publicity. Naturally, there have been long conversations with countless individuals along the way.

All of this has caused me to try to assess just what NAIRO means to its members, and just what they see in NAIRO or expect from NAIRO. I have come up with what seem to be four dominant reactions, although I suspect that any given member would evince more than one:

I. For some, NAIRO is the catalyst in developing the broad view -- beyond agency bounds, beyond geographic lines, beyond job specialization, beyond the confines of present and pressing problems. This is the role and responsibility of any professional association, I suppose, but I sense that our activity in "Big Think" or "decade ahead" areas is even more necessary and even more welcome than it might be in a less dynamic discipline. In any event, our members look to NAIRO for this stimulation, this focus on new directions, often because they cannot get it in their daily tasks. For many, we are an outlet for creative urges.

II. For others, perhaps for many, NAIRO is a job mart, and this is to be expected. NAIRO represents the best single source of information on job openings in the North, especially in public agencies, and our ability to refer people to Southern vacancies is increasing almost as rapidly as the opportunities in that area. As reported frequently before, an enormous amount of national office time goes into job counseling, by mail or in person, and this is an expanding function. It is only logical that people should also see in NAIRO a najor intergroup relations training resource. In some ways then, we are a vocational body.

III. For still others, and perhaps for a majority, NAIRO represents what Harold Fleming has called "a warm, misty, but loyal fellowship." In a field

once very small and often beleaguered, it seems natural that the personal friendships and the sense of identification with people in similar straits should play an important part in organizational growth. This has certainly been the case, and the function has not disappeared as our membership has expanded. Almost inevitably, we retain some of the aspects of a lodge.

IV. For a large number, NAIRO is the professional body, of course, and we are expected to do far more than we have done in defining professional standards, developing professional training, and codifying the field's knowledge and skills. This is a function that no other intergroup relations organization is equipped to handle, and it represents a logical expectation. Recently, however, I have sensed increasing concern with another phase of professionalization: that relating to salary standards, professional ethics, professional security, and arbitrary personnel practices. Whether it is warranted or not, NAIRO is being asked increasingly to take on some of the functions of a union.

These observations may not be totally defensible, but they have caused me to raise in my own mind certain questions about NAIRO's future directions. I feel that I should share these with you, even though it is unlikely that they can be answered soon.

(1) What does NAIRO want to be:

(a) to the profession? (The present trend is toward a broad-based active membership, comprising intergroup relations professionals, workers from allied fields, and lay leaders. Some deplore the movement away from the narrow definition of "professional;" others insist that this is our only recourse, for the sake of both growth and influence. On the other hand, many non-professionals -- Board or Commission members in their agencies -- join and then feel that there is no place or role for them in NAIRO. If we want lay members and members from peripheral fields, how do we recruit them? Then, how do we serve them? How, in short, do we define ourselves?)

(b) to the general public? (We are virtually unknown outside the intergroup relations agency circle; the general public has never heard of NAIRO, and this includes those in community power structures. Is this desirable? What should be our public image, and how caa we cultivate it? How, in short, do we want to be viewed?)

(c) to government leaders? (We have neither relations nor influence with Federal officialdom, and we have made only sporadic efforts to gain recognizition as spokesman for the profession, much less the field. Do we have a role in interpreting the intergroup relations field and profession to those in high places? How can we best play that role?)

(d) to agencies? (NAIRO's relationship with intergroup relations agencies varies by agency, in time, and according to situations. Some view us as a competitor in program areas, some see us as a threat to agency loyalties, some call on us to be partners in program, and some even want us to take on coordinating functions. The members press us to become union representatives, which agencies are not likely to appreciate, and circumstances are forcing us into new program areas. How do we define, limit, and defend our role in

the intergroup relations effort?)

(2) What does NAIRO want to do:

(a) in the area of public policy? (How much shall we speak out? when? on what issues? For whom shall we speak?)

(b) in the area of training? (How broad are our responsibilities and concerns for the training of new workers? for the in-service training of agency workers? for the development of college and university curricula in intergroup relations?)

(c) in the area of professional standards? (How shall we complete this task of defining authoritatively the minimum requirements for entrance into the field? of describing the ingredients of intergroup relations experience? of outlining the qualifications for consultant status? How far shall we go?)

(d) in the area of services? (What priority should be given to the informationaa services that we are called upon to provide -- and usually cannot? What are the services that we should be offering to members, to agencies, to community institutions, to lay volunteers, to the general public?)

(e) in the area of professional integrity? (What will NAIRO do if its first investigation of a complaint finds that professional integrity has been violated? What sanctions can we impose? What action can we take?)

(3) What should be the role of the executive secretary? (The President-elect has named a task force to prepare recommendations on this, and they will be welcome. An organizational executive can be many things and fill many roles. What is proper for NAIRO's paid director?)

(4) What will be the role of departments, now all but moribund? (Is there an answer in the suggestion of sections based on job responsibility?)

(5) What will be the role of commissions? (Although given a new look by recent Board decision, they are slow in starting and lack clear direction. Where will they go, and what can they be expected to produce? How can they help to point out new directions?)

(6) What will be the future role of chapters and regions? (How much autonomy should be encouraged? How can they best be helped? Should state organizations follow next?)

(7) What shall be NAIRO's relationship to other professions, especially those closely peripheral? (We are late in establishing liaison with a variety of obviously allied fields, and we suffer from the fact that they do not recognize our role and function. How can this public image be created? How can the liaison process be speeded up?)

(8) What should be our role in research? (Many, especially the smaller public agencies, suggest research that is needed - - and suggest further that NAIRO should undertake it. How much should we attempt with our present complement of staff and member-volunteers? How much would be appropriate for NAIRO, in any case, given the necessary staff?)

fib

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO AND PROFESSIONAL TRAINING

Approval is asked for a three-year program in the area of professional training, including the encouragement and development of continuing training programs in agencies and universities. A budget of $70,000 annually, or $210,000, is sought.

	PER ANNUM
TRAINING DIRECTOR	$17,000

To coordinate the proposed program and devote full-time to training concerns (arranging institutes and seminars, developing materials, recruiting trainees, contacting trainers, etc.). Salary: $8,500; Secretary: $4,160; Travel: $2,500; Office Expenses: $1,840.

INTERNSHIPS (SOUTHERN FIELD PROGRAM)	26,000

Matching grants of $2,600 (10 annually) to Southern and border state agencies for the training of Southern recruits to the field. Agencies to be selected by NAIRO; interns to be chosen by agencies.

INTERNSHIP SEMINARS	4,000

A three-week (four?) seminar to begin the internship year, and a two-week seminar at its conclusion, to provide uniform orientation to the field at the outset and a chance to assess the experience at the end. Room and Board, leadership costs, materials. (Agency to pay for intern travel to meetings.)

PERIPHERAL INSTITUTES	3,000

Three 3-day institutes for Southern workers in related fields, persons of commitment who would be aided in their present work by exposure to professional intergroup relations concerns and who might later be recruited for intergroup relations positions. Room and board, leadership costs, materials for 30-40 people (paying own travel).

IN-SERVICE INSTITUTES	5,000

A three-week seminar for junior professionals presently employed by intergroup relations agencies. Probably to be held in New York, with agency paying salary and travel for its staff. Room and Board, leadership costs, materials for 20-30 people. Applicants named by agencies and meeting minimum requirements would be accepted on a first-come, first-served basis.

- m o r e -

TRAINERS' INSTITUTE	$ 3,500

A five-day seminar for internship supervisors, agency training people, human relations center and other university personnel -- to consider ingredients of intergroup relations training, analyze internship program experience, and develop long-range training goals. Room and Board, travel subsidy, leadership costs, materials for 20-30 people.

"TET" INSTITUTE	4,500

"Tomorrow's Executives Today." A one-week seminar for junior professionals (nominated by agency executives and chosen by a NAIRO committee) who give promise of creative future leadership. Invitational only and with high selectivity. Travel, room and board, leadership costs, materials for 20-25 people.

ADMINISTRATION	7,000

Agency overhead, executive direction, refinement and expansion of Personnel Registry and counseling services.

ANNUAL TOTAL:	$ 70,000
THREE-YEAR TOTAL:	$210,000

The program's components are virtually independent of one another (exception: internships and internship seminar). Given the training director alone, it might be possible to organize some of the institutes or seminars suggested, turning to agencies or local foundations for the necessary subsidies. Present staff could probably handle any one of the proposed institutes or the proposed internship program, if funds were available.

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~~Leslie Dunbar~~

PR - fyi

Program

Regional NAIRO Conference
Little Rock, Arkansas
June 1 - 2, 1961

Thursday

10 a.m. - 12 m. "Role of the Federal Government in Southern Progress"

Presiding - John Feild
Invocation - The Reverend Charles C. Walker
Presentation - Leslie W. Dunbar
Discussion

12:30 p.m. Lunch

1:30 - 3:30 p.m. "The Role of Negro Leadership in Southern Progress"

Presiding - Irwin Schulman
Presentation - Herman H. Long
Discussion

4 - 6 p.m. First Session of Citizens Seminar

"Looking Ahead with the South"

Presiding - Wade Mackie
Invocation - The Reverend John F. Rorex
Greetings - The Reverend James C. Jackson
Address - Marion A. Wright
Panel - Moderator, John Feild; Galen Martin; Mrs. Edna Anderson; Herman H. Long.
Discussion

6:30 p.m. Dinner

7:30 - 9:30 p.m. Second Session of Citizens' Seminar

"Non-economic Barriers to Economic Progress"

Presiding - John V.P. Lassoe, Jr.
Invocation - Rev. Joseph B. Hunter
Greetings - Mrs. David D. Terry
Address - C. Vann Woodward
Panel - Moderator, John Feild; Leslie Dunbar; The Reverend John Morris; Anne B. Appenzellar.
Discussion

Friday

7:30 a.m. Breakfast

8:30 - 10 a.m. Informal meetings

10 a.m. - 12 m. "How to Get Local Leaders to Lead"

Presiding - The Reverend Colbert S. Cartwright
Invocation - W. M. (Mike) Willis
Presentation - Thomas F. Pettigrew
Discussion

12:30 p.m. Lunch

2 - 4 p.m. "Strengthening Agencies for Intergroup Relations"

Round Table Discussion

4:15 - 6:00 p.m. Problems Clinic

6:30 p.m. Dinner

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"Role Ahead for Local Leaders"

Presiding - Garnet Guild
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Presentation - Thomas F. Pettigrew
Panel - John Feild, moderator; Katherine Jones; Mrs. George Dumbauld; Gregory Shinert; Lewis Long.

Discussion
Benediction

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Mrs. Edna T. Anderson	National Student YWCA, Austin, Texas
Anne A. Appenzellar	University of Texas YWCA, Austin, Texas
Mrs. F.B.(Ruth) Arnold	Arkansas Council on Human Relations, staff secretary, Little Rock
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John Feild	Executive Director, President's Committee on Equal Employment Opportunity, Washington, D.C.
The Rev.Wesley V.Geary II	Miles Chapel C.M.E. Church, Little Rock
J. E. Griner	Sociology Department, Arkansas A. & M. College, College Heights, Ark.
Nat R. Griswold	Executive Director, Arkansas Council on Human Relations, Little Rock
Margaret Griswold	Personnel Director, Goodwill Industries, Little Rock
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Harrison Lee	LeMoyne College, Memphis
Herman H. Long	Executive Secretary, Race Relations Institute, Fisk University, Nashville, Tenn.
Dr. Lewis M.K. Long	Psychologist, Board Member, Arkansas Council on Human Relations, Little Rock.
Margaret C. McCulloch	Secretary, Memphis Chapter of Tennessee Council on Human Relations, Member of Executive Committee of Memphis Committee on Community Relations
Gary Maranell	Department of Sociology, University of Arkansas, Fayetteville, Arkansas
Galen Martin	Executive Director, Kentucky Commission on Human Rights, Frankfort
Mrs.W.E.(Dorothy) Morris	Secretary, Arkansas Council on Human Relations, Little Rock

Rev. John Morris	Executive Director, Episcopal Society for Cultural and Racial Unity, Atlanta
Mrs.G.D.(Dorothy) Nichols	Board Member, Arkansas Council on Human Relations, Fayetteville, Ark.
Mrs. Samuel L. Payne	American Friends Service Committee, Houston, Texas
Keith S. Peterson	Department of Government, University of Arkansas, Fayetteville
Thomas F. Pettigrew	Associate Professor of Social Psychology at Harvard, Chairman of National Advisory Committee on Intergroup Relations, Protestant Episcopal Church of the USA
John C. Pine	Department of History, University of Arkansas, Unitarian Fellowship for Social Justice, Fayetteville
Rev. A.M. Roberts, Jr.	Allen Temple A.M.E. Church, Pine Bluff, Ark., ACHR Board Member
Rev. John Rorex	Associate Pastor, Pulaski Heights Presbyterian Church, ACHR Board Member, Little Rock
Irwin Schulman	Anti-Defamation League of B'na B'rith, New Orleans
Mrs. E.Pliny Shaw	Chairman, Houston Council on Human Relations, Houston, Texas
Gregory E. Shinert	Executive Director, Missouri Commission on Human Rights, Jefferson City
Irene Shropshire	Teacher, Methodist Church, Little Rock
Mrs. David D. Terry	"First Lady of Little Rock", Organizer and Vice-chairman of Women's Emergency Committee for Public Schools
Martelle Trigg	LeMoyne College, Memphis
Herbert Tyson	Executive Secretary, Urban League of Greater Little Rock
Fanny B. Vanderkooi	Fellowship of Reconciliation, Dallas,Tex.
Rev. Charles C. Walker	First Congregational Church, Chairman, Arkansas Council on Human Relations

W. M. (Mike) Willis	Director of Aldersgate Camp, Member of Executive Committee, Arkansas Council on Human Relations
Mrs.G.N.(Billye) Wilson	Church worker in Presbyterian Church and United Church Women
C. Vann Woodward	Professor of History at Johns Hopkins
Marion A. Wright	Vice-President, Southern Regional Council
Mrs. Vera M. York	Dallas Monthly Meeting of Friends

NAIRO

Great Lakes Regional Conference

☆

FRIDAY, SATURDAY AND SUNDAY

JUNE 9, 10, 11, 1961

☆

MERRILL PALMER INSTITUTE

71 EAST FERRY

DETROIT, MICHIGAN

FRIDAY, JUNE 9—8:00-10:00 p.m.—Bull Session, Coffee Hour.
Hoobler Lounge

Virginia Coffee, Assistant Director, Cincinnati Mayor's Friendly Relations Committee, Chairman

S. J. Fauman, Eastern Michigan University
"Status Crystallization and Racial Attitudes"

A. J. Mayer, Wayne State University
"Social Mobility and Religious Preference in the Detroit Metropolitan Area"

Jack Ladinsky, University of Michigan
"Invation—Succession in a Working Class Area"

Alvin Rose, Wayne State University
"Preliminary Data on a Suburban Negro Community"

Richard Kerckhoff
"Role of the Professional in a Racially Changing Neighborhood"

SATURDAY, JUNE 10—8:30 a.m.—Breakfast

9:00- 9:45 Registration and Coffee Hour

9:45-10:00 Greetings and Welcome

Pauline P. W. Knapp, President, Merrill-Palmer Institute

John McKnight, American Civil Liberties Union, Chicago Regional Conference Chairman

Walter R. Greene, Michigan FEPC, Detroit and Michigan Chairman

10:00-12:00 Morning Session—Chairman - - Abbott Rosen
Chicago Anti-Defamation League

Speaker - - - - - - Jack Conway
Deputy Administrator, Federal Housing and Home Finance Agency

"THE CITY IN THE 60's: PROBLEMS AND PROSPECTS"

Discussant - - - - Charles Livermore
Executive Director, Chicago Commission on Youth Welfare

Discussant - - - - Samuel J. Simmons
Executive Director, Michigan Labor Mediation Board

12:30- 2:00 Luncheon Session—Chairman - Abraham Citron
Research Director, Detroit Jewish Community Council

Speaker - - - - - - - Harry Sharp
Director, Detroit Area Study, University of Michigan
"POPULATION SHIFTS AND TRENDS IN URBAN AREAS"

Speaker - - - - - - Daniel Krueger
Institute of Labor and Industrial Relations, Michigan State University
"MANPOWER REQUIREMENTS AND THE LABOR MARKET"

2:00- 4:00 Chairman - - - - - - Frank Fager
Executive Secretary, Board of Community Relations, Toledo

Speaker - - - - - - - John G. Feild
Director, President's Committee on Equal Employment Opportunity
"PROSPECTS FOR REMOVING BARRIERS IN EMPLOYMENT"

Discussant - - - - - Frederick B. Routh
Director, Michigan Fair Employment Practices Commission

Discussant - - - - - - Edwin C. Berry
Chicago Urban League

4:00- 6:00 Recess

6:30- 9:30 Dinner Session—Chairman - - - Lloyd Davis
Urban Renewal Department, Chicago

Speaker - - - - - - Wilbur Brookover
College of Education, Michigan State University
"EDUCATION FOR EQUAL OPPORTUNITY"

Discussant - - - - - - Mel J. Ravitz
Department of Sociology and Anthropology, Wayne State University

Discussant - - - - - - Carl Marburger
Director, Detroit Great Cities Project

9:00 Party—Omega Psi Phi Fraternity, 235 East Ferry

SUNDAY, JUNE 11—9:30-10:00 a.m.—Breakfast

10:00-12:00 "Racial Tensions and Police-Community Relations"

Chairman - - - - - - Sheldon Granger
Director, Cleveland Urban League

Speaker - - - - - - Dr. Dietrich Reitzes
Research Director, Chicago Commission on Youth Welfare

Discussant - - - - - - Arthur Johnson
Executive Secretary, Detroit NAACP

Discussant - - - - - Marshall Bragdon
Executive Director, Mayor's Friendly Relations Committee, Cincinnati

12:00-12:45 Business Meeting of NAIRO

Regional Chairman - - - - K. C. Jones
Cleveland Community Relations Board

"Recent Developments in the Field" - John Lassoe
Executive Secretary, NAIRO

Brief Reports from Chapter Chairmen

Detroit Chapter - - - - Walter R. Greene
Michigan FEPC

Chicago Chapter - - - - John McKnight
American Civil Liberties Union

Cleveland Chapter - - - Sheldon Granger
Cleveland Urban League

ADJOURNMENT

ALL MEETINGS AND MEALS ON SATURDAY AND SUNDAY
WILL BE IN THE MULTI-PURPOSE ROOM

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Herman H. Long	Executive Secretary, Race Relations Institute, Fisk University, Nashville, Tenn.
Dr. Lewis M.K. Long	Psychologist, Board Member, Arkansas Council on Human Relations, Little Rock.
Margaret C. McCulloch	Secretary, Memphis Chapter of Tennessee Council on Human Relations, Member of Executive Committee of Memphis Committee on Community Relations
Gary Maranell	Department of Sociology, University of Arkansas, Fayetteville, Arkansas
Galen Martin	Executive Director, Kentucky Commission on Human Rights, Frankfort
Mrs.W.E.(Dorothy) Morris	Secretary, Arkansas Council on Human Relations, Little Rock

Rev. John Morris	Executive Director, Episcopal Society for Cultural and Racial Unity, Atlanta
Mrs.G.D.(Dorothy) Nichols	Board Member, Arkansas Council on Human Relations, Fayetteville, Ark.
Mrs. Samuel L. Payne	American Friends Service Committee, Houston, Texas
Keith S. Peterson	Department of Government, University of Arkansas, Fayetteville
Thomas F. Pettigrew	Associate Professor of Social Psychology at Harvard, Chairman of National Advisory Committee on Intergroup Relations, Protestant Episcopal Church of the USA
John C. Pine	Department of History, University of Arkansas, Unitarian Fellowship for Social Justice, Fayetteville
Rev. A.M. Roberts, Jr.	Allen Temple A.M.E. Church, Pine Bluff, Ark., ACHR Board Member
Rev. John Rorex	Associate Pastor, Pulaski Heights Presbyterian Church, ACHR Board Member, Little Rock
Irwin Schulman	Anti-Defamation League of B'nai B'rith, New Orleans
Mrs. E.Pliny Shaw	Chairman, Houston Council on Human Relations, Houston, Texas
Gregory E. Shinert	Executive Director, Missouri Commission on Human Rights, Jefferson City
Irene Shropshire	Teacher, Methodist Church, Little Rock
Mrs. David D. Terry	"First Lady of Little Rock", Organizer and Vice-chairman of Women's Emergency Committee for Public Schools
Martelle Trigg	LeMoyne College, Memphis
Herbert Tyson	Executive Secretary, Urban League of Greater Little Rock
Fanny B. Vanderkooi	Fellowship of Reconciliation, Dallas,Tex.
Rev. Charles C. Walker	First Congregational Church, Chairman, Arkansas Council on Human Relations

W. M. (Mike) Willis	Director of Aldersgate Camp, Member of Executive Committee, Arkansas Council on Human Relations
Mrs.G.N.(Billye) Wilson	Church worker in Presbyterian Church and United Church Women
C. Vann Woodward	Professor of History at Johns Hopkins
Marion A. Wright	Vice-President, Southern Regional Council
Mrs. Vera M. York	Dallas Monthly Meeting of Friends

NAIRO MIDDLE-SOUTH REGIONAL CONFERENCE*
Willard Hotel - Washington, D. C.
Friday, May 6, 1960

"FORWARD TO FULL CITIZENSHIP - THE NEXT STEPS"

P R O G R A M

8:30 a. m. Registration

9:30 a. m. Greetings
SAMUEL B. DANLEY, Conference Chairman
JOHN YOSHINO, NAIRO Regional Chairman

Keynote Address
HERMAN LONG, Executive Secretary, American Missionary Association, Race Relations Institute, Fisk University, Nashville, Tennessee.

Subject: "Issues in Intergroup Relations--1960"

10:30 a. m. Roundtable Discussion

Moderators: ISAAC FRANCK, Executive Director, Jewish Community Council of Greater Washington.

C. J. NUESSE, Dean, School of Social Science, Catholic University, Washington, D. C.

STERLING TUCKER, Executive Director, Washington Urban League.

Resource Persons:

Employment - PHILIP CAMPONESCHI, Baltimore, Md.; VICTOR R. DALY, Washington, D. C.; JOHN HOPE, Nashville, Tennessee; BEN SEGAL, JACOB SEIDENBERG, DONALD SLAIMAN, Washington, D. C.

Housing - CHARLES BECKETT, Washington, D. C.; LAWRENCE DUNCAN, Washington, D. C.; B. T. McGRAW, Washington, D. C.; GEORGE B. NESBITT, Washington, D. C.; MRS. MARGERY WARE, Washington, D. C.

Education - BERL BERNHARD, PAUL COOKE, MRS. ARETHA B. McKINLEY, Washington, D. C.

12:00 Noon Luncheon Meeting

Presiding - JOHN FEILD, Legislative Assistant, Senator Philip A. Hart. (Detroit, Michigan)

Speaker: DUMONT KENNEY, Program Services Director, National Conference of Christians and Jews, New York City.

Subject: "Perspective on Inter-religious Relations Today."

2:00 p. m. Roundtable Discussion (Continuation)

4:00 p. m. General Session

Presiding - JOHN YOSHINO, NAIRO Regional Chairman.

Speaker: HAROLD FLEMING, Executive Director, Southern Regional Conference, Atlanta, Georgia.

Subject: "The Changing South."

5:30 p. m. Reception

# # #

*(Delaware, Maryland, District of Columbia, Tennessee Kentucky, Virginia and West Virginia)

MEMBERSHIP APPLICATION

To: NAIRO, 426 West 58th Street (Room 209), New York 19, New York

I wish to enroll as:

☐ Active Member — $15 per year ☐ Associate Member — $15 per year ☐ Student Member — $5 per year

☐ Check enclosed ☐ Please bill

I enclose a contribution in the amount of $_____(All contributions to **NAIRO** are tax deductible.)

NAME:_____

TITLE:_____

AGENCY:_____

ADDRESS:_____Home ☐ or Office ☐?
(Street and Number)

_____
(City) (Zone) (State)

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

1960-1961 OFFICERS AND DIRECTORS

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GEORGE W. CULBERSON, Pittsburgh, Pennsylvania
Commission on Human Relations

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Urban Renewal Administration

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State Commission Against Discrimination

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Mayor's Friendly Relations Committee

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BURTIN I. GORDIN, Philadelphia, Pennsylvania
Commission on Human Relations

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JOHN BINKLEY, Denver, Colorado
Colorado Anti-Discrimination Commission
*LOUISE BLACKHAM, Seattle, Washington
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FRANCES R. COUSENS, Detroit, Michigan
Michigan Fair Employment Practices Commission
*LOUIS H. ERVIN, Minneapolis, Minnesota
Fair Employment Practices Commission
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Commission on Intergroup Relations
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National Committee Against Discrimination in Housing
*WADE MACKIE, Baton Rouge, Louisiana
American Friends Service Committee
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Massachusetts Commission Against Discrimination
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*DAVID A. SAWYER, Washington, D.C.
Commissioners' Council on Human Relations
JOHN Y. YOSHINO, Washington, D.C.
President's Committee on Government Contracts

**NAIRO Regional Chairmen*
***Legal Counsel*

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

PURPOSE

The National Association of Intergroup Relations Officials (NAIRO) was founded in 1947 as an organization of individuals concerned with advancing intergroup relations knowledge and skills, improving the standards of professional intergroup relations practice, and furthering acceptance of the goals and principles of intergroup relations work.

NAIRO seeks to further these purposes through:

- EXCHANGE OF EXPERIENCE AND KNOWLEDGE among professional workers and others concerned with racial, religious, and ethnic relationships.
- STUDY AND ANALYSIS of problems and developments affecting intergroup relations.
- COLLECTION, COMPILATION, AND DISSEMINATION of information and ideas on program, method, and technique.

MEMBERSHIP

Membership in NAIRO is open to any individual subscribing to its purposes. There are three classes of membership.

- ACTIVE membership is open to any individual primarily engaged in intergroup relations: in a professional staff capacity, as a recognized authority, or as a member of the governing body of an agency in this field. Annual dues are $15. (Life membership is $300.)
- ASSOCIATE (non-voting) membership is open to all others. It is designed for those who, although not eligible for Active membership, wish to support NAIRO's work and receive its regular publications and other services. Annual dues are $15 (Life membership is $300.)
- STUDENT (non-voting) membership is open to any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations. Student members will receive all regular publications and other services. Annual dues are $5.

ACTIVITIES

NAIRO's program is carried out through its:

- ANNUAL CONFERENCE. NAIRO members meet yearly to exchange ideas, formulate policy, develop program, and elect officers. The 1961 Conference will be held in San Francisco, and the 1962 Conference in Washington, D.C.
- COMMISSIONS. Organized around areas of common interest, members discuss basic professional considerations underlying major intergroup relations issues. The Commissions are: education, housing and urban life, civil rights, manpower utilization, interreligious relations, research services, and nature, scope and theory.
- DEPARTMENTS. NAIRO's Departments seek to aid professionals in their work through the exchange of information on developments, techniques and approaches in similar types of agencies, i.e., municipal, local and state private, state public, national private, and federal services. Each NAIRO member is automatically assigned to a Department according to his agency affiliation.
- CHAPTERS. In cities where there are a number of NAIRO members, local chapters have been organized to promote continuing discussion of matters of common professional concern. Active Chapters include: Chicago, Cleveland, Detroit, Minnesota, New York City, Northern California, Philadelphia, Pittsburgh, and Washington, D.C.
- PERSONNEL REGISTRY. Available without charge to members seeking employment, and to intergroup relations agencies seeking personnel, this service publicizes professional job openings.
- SPECIAL PROJECTS. NAIRO is presently developing a nationwide program of action, training, and research in the area of equal housing opportunity, and also plans an international survey of intergroup tensions. It recently concluded an experimental program of on-the-job training for junior professionals in the intergroup relations field (1957-1960).

PUBLICATIONS

- **JOURNAL OF INTERGROUP RELATIONS,** a quarterly comprising articles and reports on intergroup relations issues, developments, theory, and practice. Subscription: $6 per year.
- **NAIRO NEWSLETTER,** a bi-monthly review of NAIRO activities and membership news. Distributed to members without charge.
- **SPECIAL PUBLICATIONS.** Issued from time to time, these have included surveys of municipal intergroup relations agencies (1955 and 1957), a directory of intergroup relations agencies with paid staff (1959), a report on civil rights in Washington, D.C. (1959), and a study of guidance, training, and apprenticeship factors affecting minority groups (1960).

ORGANIZATION

- BOARD OF DIRECTORS. Elected by the active membership, the Board governs the Association and determines policy between Annual Meetings.
- STANDING COMMITTEES. Organizational development and program are guided by various appointed committees of the membership, including those dealing with such substantive matters as professional standards, educational and professional training, interprofessional relations, international exchange, international relations, and public policy.
- NATIONAL OFFICE. NAIRO maintains a central office in New York City, to serve its members, committees, Chapters, and regional conferences. Its Executive Secretary travels extensively around the country, meeting with NAIRO members and helping in the exchange of information among intergroup relations workers.

* * *

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street (Room 209)
New York 19, New York
JUdson 6-0782
John V. P. Lassoe, Jr., Executive Secretary

ADL

SOUTHEASTERN OFFICE
41 Exchange Pl., S. E., Atlanta 3, Ga.

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Paul Rilling - S.R.C.

For your information

Paul -

For your program committee meeting.

D.

Dick Shapiro

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Interprofessional Committee
MINUTES - June 21, 1961
Institute of Human Relations
165 East 56th Street
New York 22, New York

Present: Dr. Lyle Ashby, National Education Association; Father John Cronin, National Catholic Welfare Conference; Mr. Samuel S. Fishzohn, American Jewish Committee; Miss Cornelia Knight, American Nurses Association; Dr. John Slawson, American Jewish Committee.

Unable to Attend: Mr. Joseph Anderson, National Association of Social Workers; Dr. R.H. Edwin Espy, National Council of Churches; Prof. Gordon Klopf, Columbia University; Mr. John Lassoe, Jr., NAIRO.

Dr. John Slawson, executive vice-president of the American Jewish Committee and chairman of the NAIRO Committee on Interprofessional Relations, welcomed those present to the first meeting of the Committee on Interprofessional Relations. He expressed regret that owing to an accident, Mr. Joseph Anderson was unable to attend the meeting.

PURPOSE AND AIM OF THE COMMITTEE

Dr. Slawson outlined the purposes and aims of the Committee as follows: 1. To establish and maintain liaison with professional bodies in allied fields -- social work, education, religious groups, vocational guidance, and so on. 2 To provide constructive suggestions for advancement of mutual interests in the intergroup relations area. 3. To further continuing exchange of information on the concerns and activities of the respective fields. 4. To encourage the exchange of observers (and participants) at annual or periodic meetings. 5. To project each others concerns into conference programs, and appropriate joint programs in professional training or special research.

Dr. Slawson pointed out that while these were the general aims and purposes of the Committee on Interprofessional Relations, some of the goals and methods of approach would no doubt be modified or given special emphasis as the Committee's work progressed. He did not believe that the Committee would need to meet too frequently. Its primary function would be to seek to work out a pattern of cooperation with professional bodies.

INTERPRETATION OF THE INTERGROUP RELATIONS FIELD: RESOURCES AND NEEDS

Dr. Slawson pointed out that there were about 1500 people currently working in the field of intergroup relations in over 300 local communities, in state and national governments as well as in private agencies. Perhaps over half of the professional workers in the field coming from a variety of disciplines are members of NAIRO, which was founded in 1947 as a professional organization concerned with advancing intergroup relations knowledge and skills and furthering acceptance of the goals and principles of better intergroup relations among racial, religious and ethnic groups in our country.

INTERPRETATION OF THE OTHER FIELDS: RESOURCES AND NEEDS

Dr. Slawson called on Miss Cornelia Knight of the American Nurses Association, who is also director of the Intergroup Relations Division of the association (membership 170,000) who said that her organization has for years had a full-time staff member devoted exclusively to working on all problems relating to the betterment of intergroup relations in the field of nursing. They have furthered programs for the elimination of discrimination in employment for nurses; and eliminated educational disqualifications based on race, color or creed. They have

adopted a statement of principles on intergroup relations which governs their organization in its objectives of furthering equal opportunities. They have testified before Congress on issues of general civil rights out of a recognition of their importance to nurses also. They have prepared a Code on intergroup relations practices. Their research department has done work in this field of interest. Their platform and statement of policy have served as guides to nursing schools throughout the land and in every state. Miss Knight stressed her belief that an intergroup relations department concerned with all aspects of agency program would be desirable in all large communal organizations today.

Father John Cronin of the National Catholic Welfare Conference felt that perhaps more could be done by his organization through a variety of channels if they had some central unifying committee devoted to intergroup relations activities. Nevertheless in various departments of the National Catholic Welfare Conference some kind of intergroup activity was being promoted. He spoke highly of the Catholic Conference for Interracial Justice. He told of the work being done to promote better human relations by Catholic groups engaged in the field of social welfare. Father Cronin said that his organization was faced with two choices: whether to continue to operate through the independent departments or to establish some central over-all division to be concerned with furthering the intergroup relations efforts of the entire organization.

Concerns such as the training of priests at the seminary in the field of human relations could well be discussed with specialists list Father La Farge or Mr. George Hunton of the Catholic Interracial Council in New York. Articles prepared for seminarians could have real influence and value in sensitizing young priests to an awareness of the modern techniques and approaches in human relations.

Father Cronin suggested that NAIRO draw up a list of problems in the field of intergroup relations that would embrace program potentials that go beyond some of the activities of specialized groups such as in housing, education, employment and so on. Such a list of problems would transcend the concerns of the specialists in the organization and might serve the function of revealing why a "generalist" should be assigned in the organization to cope with the larger community problems implicit in the specialists more limited program concern.

Dr. Lyle Ashby described the National Education Association as a very diverse-structured organization with a membership of 756 thousand; and many state and local affiliates. The N.E.A. has no specialists planning the intergroup relations programs of the organization. But quite a number of the units of the organization are concerned with problems of inequality, desegregation and related concerns. Perhaps the unit most specifically involved in human rights programs and problems is the National Commission for the Advancement of Democracy, which is headed by Dr. Richard Kennan. Progress in furthering better intergroup relations is being made in a number of the divisions of the N.E.A. There have been reports, however, that in the South, the Supreme Court decision on desegregation had greatly set back the trends in good relations in some fields of education and curtailed what communication and cooperation had existed before, between the races. The NEA has a staff of 900 people, 80 of whom are Negro, some in quite responsible posts. The NEA has not taken positions on housing or other issues which are not specifically related to education. In legislative matters the organization is only involved when the issue is in the field of education.

Dr. Ashby believed that the interest in intergroup relations should penetrate more effectively into the curriculum of schools, whether in the social study area or elsewhere. He felt that perhaps much more could be done in this area than

has to date been done by the field of education and he expressed the desire to give the whole subject more analysis.

POSSIBILITIES FOR LIAISON AND EXCHANGE — Father Cronin told of a forthcoming Catholic Conference on International Justice which will plan a combined program of activities for various groups in the religious field. He thought this Conference might be a good spot for NAIRO representatives to interpret their special knowledge and skills in intergroup relations and their potential applicability to religious institutional programs.

Mr. Samuel Fishzohn, who works largely with national welfare organizations, illustrated one way in which the welfare field, its staffs and boards are being sensitized to a knowledge of the role intergroup relations plays in today's society and how agencies can advance programs in this field. He told of a highly successful series of monthly seminars held this year by The National Social Welfare Assembly. The series was entitled "New Dimensions in Intergroup Relations: Implications for Social Welfare." The seminars dealt with the stake of social welfare in an open society; group work as an instrument of social change; community organization processes and social pressure; intergroup aspects of health, education and housing; and the practice of case work in an open society. Mr. Fishzohn pointed out that this seminar methodology was only one way of stimulating program developments in human relations for the multiplicity of departments of large organizations.

OTHER FIELDS TO BE ADDED TO COMMITTEE — Members of the committee suggested that there be representation on it from such organizations as the National Association of Manufacturers, the National Congress of Parents and Teachers, the national service groups such as the Kiwani, Rotary, and so on; the American Associations of University Women, the American Sociological Society, and the American Psychological Association, the American Medical Association, and a representative of the Bar.

After some discussion it was agreed it might be wiser to add to the Committee perhaps 3 or 4 more members but primarily from those professional organizations that are vehicles for implementing programs, leaving out, for the present, those organizations that are primarily academic in their orientation.

NEXT STEPS — It was the consensus that this first meeting of the committee was exclusively exploratory. It sought to exchange ideas as to what was being done in organizations and what is still being left undone. The next practical step to take (after consultation with the two organizations that could not attend this meeting - The National Association of Social Workers, and the National Council of Churches) is for NAIRO, as was suggested by Father Cronin, to draw up a list of problems that are of long range and current concern, and present them to the Committee to consider for implementation through the appropriate divisions of the national organizations.

Respectfully submitted,

SAMUEL S. FISHZOHN

(Distributed to Board of Directors
NAIRO - December, 1961 - fib)

NAIRO

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

28 June 1961

TO: NAIRO Board of Directors

FROM: George W. Culberson, President

SUBJECT: NAIRO Recommendations to the President
CONFIDENTIAL -- NOT FOR RELEASE

The enclosed report, Executive Responsibility in Intergroup Relations, was prepared by a NAIRO task force appointed by me and approved by the Board in a mail referendum. Its members are listed below. (Several others were invited to serve, but could not take part in the group's only meeting.)

The task force met in late March; the editorial committee (*) finished the final draft in mid-April. We have tried since then -- without success -- to obtain an appointment with the President, in order to present our recommendations to him. One last effort is now being made by a friendly Senator; if this fails, we shall simply deliver them without a formal presentation.

I had hoped that this report would be in everybody's hands long before this, but wanted to wait until the President received it officially. We are still delaying the mailing to the general membership, but I feel that you should have a copy for your own information.

Until further notice, will you please regard the document as confidential and not for release to press or public.

NAIRO Task Force

George W. Culberson, Pittsburgh Commission on Human Relations, chairman
David Danzig, American Jewish Committee
Lloyd Davis, Urban Renewal Administration
John Feild, President's Committee on Equal Employment Opportunity *
Harold Fleming, Potomac Institute
Robert Greene, American Jewish Committee *
William Gremley, Cleveland Community Relations Board
John Hope, II, Race Relations Dept., Fisk University
Booker T. McGraw, Housing and Home Finance Agency *
George Nesbitt, Urban Renewal Administration
Paul Rilling, Southern Regional Council
Frederick B. Routh, Michigan FEPC
Edward Rutledge, New York SCAD
Philip Sadler, Public Housing Administration
John Yoshino, President's Committee on Equal Employment Opportunity
John Lassoe, NAIRO *

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ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

INTERNSHIP ALUMNI BULLETIN

11 August 1961

Completed questionnaires, unsolicited (but welcome) letters, scribbled notes, visits en route, and the grapevine have produced the following data on the graduates of NAIRO's late, lamented National Internship Program (1957-1959). I have added a few news notes about honorary members of each class and some words about NAIRO's hopes for future training programs. Keep in touch with us, and we will issue subsequent bulletins to record your steady progress up the intergroup relations career ladder.

JOHN LASSOE

* * *

CLASS OF 1958

CARRIE MISNER (American Friends Service Committee, San Francisco) is now fully occupied as Mrs. Charles A. Divine, 109 Keppel Avenue, Westlawn, Reading, Pennsylvania. Married to an engineer and mother of a year-old son, Edward Charles, Carrie still finds time for volunteer activity in the Community Race Relations Council. "Any professional plans will have to wait until children are in school." (Before her marriage, Carrie was Assistant Director of the Reading (Pa.) YWCA.)

STANLEY LEIBNER (American Jewish Committee, Miami) is presently employed as program director for the American Jewish Congress -- no, that's not a misprint -- in the New York metropolitan area. Since his Miami internship, Stan has served as assistant director of the New Haven Jewish Community Council, leaving that post just this spring. He (and Judy) now have a son, Joshua, almost two years old. The family is still in New Haven, but Stan may be reached at the American Jewish Congress, 15 East 84th Street, New York 28, New York.

HERBERT CHABOT (American Jewish Congress, New York) remained on the Congress staff, with its Commission on Law and Social Action, until five months ago. He is now clerk to one of the judges of the U.S. Tax Court, in Washington, D.C. Herb, wife, and three children (including twins acquired since the internship) now reside at 8508 - 16th Street, Silver Springs, Maryland.

BERNARD ZVI SOBEL (Anti-Defamation League, Newark) is finishing his work on a Ph.D. and is an instructor in sociology at Miami University, Oxford, Ohio. Zvi, wife, daughter (4½), and son (2½) reside at 26 E. Vine Street, Oxford. Zvi remained on the Newark ADL staff after his internship, leaving for the academic whirl late in '59.

(Mrs.) KATHRYN BRISBANE (Atlanta Urban League) now serves as director of the Grady Homes Community Girls Club. After her internship, she lived in India for one year, her husband (a political scientist) teaching there on a Fulbright fellowship. The Brisbanes (including a 14-year old daughter) live at 859 Fair Street, S.W., in Atlanta.

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ALBERT NELLUM (Catholic Interracial Council, Chicago) is on the staff of the Chicago Commission on Youth Welfare, directing one of the units in its juvenile delinquency prevention program. Al remained on the Catholic Interracial Council staff until early 1960, shifting then to his present post. Still single, Al lives at 932 East 44th Street, Chicago.

WYLDA COWLES (Chelsea Community Council, New York) is studying at the School of Public Health, University of California, but reports that she is much involved in intergroup relations through her field work. If a fellowship materializes, she will work on an advanced degree in the School of Social Welfare, beginning in September. For two years after her internship, Wylda and her husband ran the Internes-in-Community-Service program (American Friends Service Committee) in Berkeley. Wylda is single again, lives at 2609 McGee Avenue, Berkeley 3.

(Mrs.) OLIVIA FILERMAN (Chicago Urban League) has remained on the League's research staff since her internship, with time off last year to become a mother. Husband Lee is completing his work at the University of Chicago social work school. Olivia can be reached at the Chicago Urban League, 2410 South Michigan Avenue, Chicago 16. (NAIRO note: Olivia was publicity chairman for this year's Great Lakes Regional Conference, in Detroit.)

PAUL ERTEL, JR. (Mayor's Friendly Relations Committee, Cincinnati) is assistant director, Migration Services Department, Chicago Commission on Human Relations, a post he took after one year as director of Fellowship House in Cincinnati. Paul and Rhoda now have two sons, Gene (3½) and Scott (2½). Paul plans to begin work on his Master's Degree this summer, has been active in the Chicago NAIRO Chapter since its formation (member of the Executive Board). He can be reached at the Commission, 54 West Hubbard Street, Chicago 10.

RALPH KING (National Conference of Christians and Jews, Boston) moved to the Philadelphia NCCJ office shortly after his internship, is associate director now.

NELSON WILLIAMS, JR. (San Francisco Urban League) is now group supervisor at the Youth Guidance Center. Between the internship and his present assignment, he served as groupworker at the Booker T. Washington Center. Nelson now has three daughters -- 9, 4 and 2. He still lives at 801 Fillmore Street (Apt. 22), San Francisco 17.

JOAN BERRY (Urban League of Greater New York) is now Mrs. Robert Waite, devoting full attention to husband (industrial engineer) and ten-month-old daughter, (Robin Ruanda). She managed to find time to edit a housing study for the Urban League last year, announces that the family hopes to go to Africa in the near future "to live for awhile -- or permanently. Who knows?" Home is 2171 Madison Avenue, Apt. 6B, New York 37. (Between internship and marriage, Joan was a community worker at the East Harlem Project in New York.)

CLASS OF 1958 (HONORARY)

ROBERT W. BLACKBURN (National Conference of Christians and Jews, Philadelphia) has been executive secretary of the Citizens Committee on Public Education in Philadelphia since fall, 1960, can be reached at the Committee office, 2132 Land Title Building, Philadelphia 2.

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ROBERT B. JOHNSON, research director of the National Conference of Christians and Jews at the time that he led the Internship Seminar, has since served -- in succession -- as race relations consultant to the Field Foundation in New York and as visiting professor of Sociology and Anthropology at Antioch College in Yellow Springs, Ohio. He is now scheduled to return to New York to teach at the New York University school of social work, will again be living at 237 West 4th Street. Bob has been up to his ears (and heart) in the student sit-in movement, South and North. Does that surprise any of you?

K.C. JONES, JR. (Cleveland Urban League) has been director of civil rights and housing, Cleveland Community Relations Board, since 1959. This year he has served as NAIRO's Regional Chairman in the Great Lakes region, is also working for a Master's degree in public administration. K.C., Phyllis, and sons, Kenneth and Peter, live at 15200 Onaway Road, Shaker Heights 20, Ohio.

JOHN V.P. LASSOE, JR. is still at the same old stand in NAIRO, still single, still living at 33 Perry Street, New York City. Since early 1960, he has been serving as national president of the Episcopal Society for Cultural and Racial Unity, which -- with a traveling job -- leaves time for little else.

* * *

Sad to relate, we have no word on the present whereabouts or general well-being of PHILIP GEISSAL, JR. (Kansas City YMCA), AUGUSTUS BAXTER, JR. (Friends Neighborhood Guild, Philadelphia), MILLARD HUNT (Philadelphia Fellowship Commission), CHARLES PATTERSON (Council for Civic Unity, San Francisco), and MACHION GARRISON (Southern Regional Council, Atlanta). We do know that Chuck Patterson went from his internship to the Trade Union Project of the Fund for the Republic, in Berkeley, and that Machion became a claims investigator for an Atlanta insurance company. We have also lost tack of honorary classmate, JOSEPH DRESSEL (NCCJ, Chicago). Does anyone have clues or addresses for any of these?

* * *

CLASS OF 1959

CONSTANCE PENNINGTON (American Friends Service Committee, San Francisco) moved to Philadelphia after her internship, has been working part-time at the American Friends Service Committee national office (Community Relations) and studying at the Greenfield Center for Human Relations, University of Pennsylvania. She is still single, can be reached through the AFSC, 160 North 15th Street, Philadelphia 2.

RICHARD TAYLOR (American Friends Service Committee, Philadelphia) remained with the Philadelphia Metropolitan Housing Program (AFSC) until last September, is now studying at the Bryn Mawr School of Social Work. He plans to work in intergroup or international relations after he obtains the MSSW. Dick is unmarried, lives at 625 Haydock Lane, Haverford, Pennsylvania.

IVIS CALVET (Catholic Interracial Council, New York) is administrator of the Council now, also serves as managing editor of the Interracial Review. She is doing graduate work at the New York University Human Relations Center, has not yet married, lives at 330 East 19th Street, Brooklyn 26, New York.

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RONALD STEWART (Chicago Urban League) remained with the League, is now Employment and Guidance Specialist. He married Roma Eunice Jones in May, 1959; they expect their first child in August. Address: Chicago Urban League, 2410 South Michigan, Chicago 16.

LEE LYBARGER (Cleveland Baptist Association) remained on the CBA staff for a year after the internship, is now studying at the School of Applied Social Sciences, Western Reserve University. He expects his MSSW in June, 1962, expects to work in intergroup relations, "preferably in a public agency." Unmarried, Lee lives at the Roosevelt Cooperative House (of which he is president), 2021 Cornell Road, Cleveland 6.

(Mrs.) EMILY YOUNG (Philadelphia Commission on Human Relations) remained on the Commission staff after her internship, as human relations representative in the Community Relations Division. Emily's career ends temporarily this month when she "retires" to be housewife and volunteer civic worker, and to take stock of future directions. She and husband (Robert) live at 3626 Hamilton Street, Powelton Village, Philadelphia 4.

ERWIN FEIERTAG (Council for Civic Unity, San Francisco) took up graduate studies at the University of California (Berkeley) after his internship, but was soon lured back into the field by the American Jewish Committee in Los Angeles; he is now assistant director of that office (590 North Vermont Avenue, Los Angeles 4). Erwin found time to spark the recent organization of a Southern California NAIRO chapter, an activity recommended highly as constructive use of a bachelor's energy.

(Mrs.) JANE LEEDS (Florida Council on Human Relations, Miami) has busied herself as wife, mother, and active intergroup relations volunteer (American Jewish Committee) since her internship. In August, she will be visiting the Far East, lecturing on medical rehabilitation at several spots along the way. Jane, Charles, and son live at: 611 Northeast 30th Terrace, Miami 37.

(Mrs.) JEAN DREW LIGHTFOOT (Community Relations Conference of Southern California) remained on the Conference staff after her internship, becoming associate director along the way. Also active in NAIRO circles, she is on the Executive Board of the Southern California Chapter. Address: Community Relations Conference, 1205 West Jefferson Blvd., Los Angeles 7, California.

JEROME TURNER (Mayor's Friendly Relations Committee, Cincinnati) became - and still is - a caseworker for the Public Assistance Division, Hamilton County Welfare Department. His college degree in hand, Jerry has been pursuing graduate studies on the side. He lives with wife, Douglas (1½), and Dennis (new arrival) at 4017 St. Martin's Place, Cincinnati 11, Ohio.

MARGARET ZARAGOZA (South Chicago Community Center) is now Mrs. Howard de Sass, a teacher in Chicago, and a part-time worker at the Center. Margarita won a university fellowship after her internship, but chose marriage instead (August, 1960). . . and has no regrets. "I'm so very happy." Home is 5116 South Dorchester, Chicago 15, Illinois.

JOHN A. MARTIN, JR. (Stiles Hall, YMCA, Berkeley, California) took up graduate studies at the University of California after his internship, but was lured away by the Omaha Urban League, which appointed him as its community relations secretary. He found time to complete his work for an M.A. (Sociology) at Omaha University and is now en route -- with wife and three-year-old son -- to Tufts University. He will begin work on his Ph.D., serve as a teaching assistant, and maintain law, order, and morale as a faculty resident advisor. (New address

not yet available.)

ROBERTA D'AMICO (Urban League of Greater New York) remained with the League until she became Mrs. Kolp. She has since won a Radcliffe Graduate School Fellowship and is working for an advanced degree in anthropology, with teaching and research as career goals. She plans to maintain a strong interest in intergroup relations, indulging in it "on a volumtary or advisory basis." The Kolps live at 65 Dana Street, Cambridge, Massachusetts.

RICHARD SHAPIRO (William Penn Center, Fallsington, Pennsylvania) joined the staff of the Anti-Defamation League (New Jersey Regional Office) after his internship, was transferred shortly to the Southeastern Regional Office, where he now serves as associate director (and acting director) of a "hot" operation. He and Mae are expecting their first child in August. Dick can be reached at the ADL office, 41 Exchange Place, S.E., Atlanta, Georgia.

CLASS OF 1959 (HONORARY)

CAROL BAUER (American Service Institute, Pittsburgh) completed fork for her MSSW degree at the University of Pittsburgh and joined the staff of the Pittsburgh Commission on Human Relations, where she was employed as a community worker. Just this month comes word that Carol has left the Commission to work with an Area Community Council in Cleveland. (No new address yet received).

ROBERT B. JOHNSON (see above)

JOHN V.P. LASSOE, JR. (See above)

HELEN MAYNOR (National Congress of American Indians, Washington, D.C.) worked with the NCAI for another year and then joined the staff of the U.S. Senate Subcommittee on Constitutional Rights (Senate Office Building, Washington 25, D.C.). The opportunity came just as Helen won a Florina Lasker Fellowship in Civil Rights and Civil Liberties (Brandeis University), which she was forced to turn down.

JOAN SCHARF (Commission on Human Relations, Pittsburgh) -- ?

ROSEMARIE YANNI (American Service Institute, Pittsburgh) remained on the Institute staff after receiving her MSSW. When the Institute was forced to close its doors in 1960, she moved to the Western Mental Health Center, Pennsylvania Department of Public Welfare, 2851 Bedford Avenue, Pittsburgh 19 (her present office address).

* * *

NAIRO AND TRAINING

The Fund for the Republic grants, supporting the program's administration and the bulk of the internships, expired after the second year when The Fund withdrew from grant-giving operations. Attempts to secure funds from other foundations failed, and although a few agencies received individual grants for internships, the national program came to an end. It has not yet been possible to revive it.

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Present efforts are focused on a Southern Field Training Program which would provide internships in southern or border state agencies for potential Southern workers. Some foundation interest has been expressed.

As part of a separate NAIRO project also, developed by its Commission on Housing and Urban Life, internships have been proposed in the area of housing opportunity. These training posts would be largely in the North, and interns would be placed with private and public agencies involved in effective fair housing programs. Again, some foundation interest has been expressed.

On other training fronts, NAIRO is seeking funds for (a) employment of a Training Director, (b) three-day institutes for Southern workers in peripheral fields, (c) three-week in-service seminars for junior professionals presently employed by intergroup agencies, (d) five-day seminars for agency and university personnel responsible for educational or professional training programs in intergroup relations, and (e) highly-selective seminar for junior professionals who give "unusual promise of creative future leadership."

EDITORIAL

The emphasis on training is not just another NAIRO (and Lassoe) attempt to advance professionalization of the intergroup relations field, much-needed as that may be. It is much more in the nature of a feverish attempt to respond to an increasingly urgent need for trained personnel; to staff expanding Federal Government programs, to man the burgeoning public and private agencies in the South, and to compensate for the usual attrition in established agencies. There is no dearth of opportunities for good people with intergroup relations experience; there is still no organized way for good people to get that experience -- and little opportunity for them until they have secured it. The field is tied in a tightening knot over this problem, and NAIRO is trying gallantly to unravel it. . . .

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

15 August 1961

TO: Each NAIRO Member
FROM: John Yoshino, National Membership Chairman
SUBJECT: Second Annual "Each One Get One" Membership Drive

We need to recruit 180 new members by November, and we want your help.

At its meeting in Cincinnati last November, NAIRO's Board of Directors set a membership goal of 1,000 -- to be reached by the time of the next Annual Conference.

Our membership then stood at 676. It is 820 today, a net gain of 144 in nine months. That sort of growth is heartening, but we are asking you to help us step up the pace. To reach the 1,000-mark by November will require that same dedicated cooperation that you gave last year.

TRR

We are launching another "Each One Get One" membership drive similar to the successful venture in 1960. That effort brought in 122 new members, an increase of almost 20%. The same participation this year could take us to our goal.

Will you help by recruiting one new member in the next three months?

NAIRO's life may again depend on your efforts. We are moving ever closer to our goal of financial self-support, and the largest single source of income continues to be membership dues. We expect them to provide half of our 1961 budget, but this is based on a membership of 1,000. Falling short of anticipated income in this area could be fatal....

And NAIRO needs members to increase its impact and its influence as a spokesman for the intergroup relations field. It is the field's professional body and it needs to be able to demonstrate that it has the support of the field's professional workers and lay leaders. Membership affiliation is the most effective expression of support.

The enclosed NAIRO brochure will help you recruit your new member, and we hope that you will put your own name on one corner of the application blank, to let us know where our new members are coming from.

One final note, just to prevent any confusion: NAIRO switched last year to anniversary membership renewals. Each new membership expires one full year from date of joining.

We are counting on your help.

* * * *

P.S. There are still a few old members who have not paid their own 1961 dues. If you are one of these, please send your check immediately. We face the grim task of dropping all delinquent members this month!

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NAIRO

Of course you won't want to miss -

NAIRO's Fifteenth Annual Conference

November 7-10, 1961 Hotel Whitcomb San Francisco, California

Featuring top-level speakers and discussants on:

"The Changing Metro-Urban Complex"

Urban Renewal & Balanced Communities
Administration of Fair Housing Laws
Training for the Automated Age
Equalizing Educational Opportunity
Police-Community Relations
Integrating Migrants & Newcomers
  Spanish-speaking in the Southwest
  American Indians
  Southern Rural Negroes
  Southern Mountain Whites
The South Today

Race, Religion & Suburbia
Residential Segregation & The Schools
Motivating Minority Group Youth
Human Relations: Curriculum & Teacher
Power & Politics
The New Anti-Integrationists
  Black Nationalism
  White Supremacy: South & North
  Anti-Semitism
  Neo-McCarthyism
NAIRO & Intergroup Relations: The Sixties

Influence of the City on American Personality and Culture
Federal Responsibility for Equal Housing Opportunity
A Professional Credo for Intergroup Relations

* * *

Enjoy the attractions of Northern California (Southern California, too):

Plan to come a little early -- stay a little late

Sightseeing in San Francisco
Gold Rush Country (3 hrs. away)
Muir Woods (giant redwood) and
  Mount Tamalpais (1 hour away)
Monterey-Carmel-Big Sur (4 hrs.)
Yosemite National Park (overnight)
Hearst Castle, San Simeon (overnight)

Stanford University (1 hour away)
University of California, Berkeley (½ hour)
Coast Highway to Mendocino (5 hours)
California Missions (up & down the Coast)
Sonoma-Napa Valley wine country, visiting
  the wineries (& tasting) (1½ hrs. away)
Redwood Highway (overnight)

and in San Francisco: football, opera, ballet, theater, symphony

(The NAIRO Conference Committee, 1398-A Scenic Avenue, Berkeley 8, California, will be happy to provide further information and suggestions on local attractions.)

* * *

It's not as far away -- or as costly to attend -- as you might think:

Budgetary Considerations

Minimum round-trip by air (tax included):	From New York,	$240.13
	From Chicago,	185.57
	From New Orleans,	222.75

Hotel Whitcomb: Single room, $7-12 per night; doubles & twins, $9-16 per night
Plus: Conference Registration ($5), meals, incidentals

* * *

We would like to know your present prospects of attendance. Will you please complete and return the attached postcard.

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[redacted]

MAINO is in the throes of another critical midsummer financial crisis.

With a number of promising appeals due for consideration by foundations and agencies in late September or October, the outlook is hopeful, even encouraging. But such relief is not imminent, and the treasury is low. Operating funds are needed now!

Ten members enrolled (and done well) this month may once again spell the difference between life and death. Can you help by remembering your new member today?

NAIRO Gen

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

21 August 1961

TO: NAIRO Chapter Chairmen, Regional Chairmen, Others
FROM: John V.P. Lassoe, Jr., Executive Secretary
SUBJECT: Board Policy Decisions Affecting Chapters; Miscellaneous Chapter Matters

At its June 16-17 meeting in Detroit, NAIRO's Board of Directors took action on several matters of interest to the Chapters.

(1) Chapter Charter

The Board granted a charter to the Southern California Chapter, which becomes NAIRO's tenth local unit. John A. Buggs (Los Angeles County Commission on Human Relations) is Chapter chairman.

(2) Chapter Dues

The Board authorized the Northern California Chapter to assess its members up to $3 per year, subject to referendum approval by the local membership.

Subject to approval by the local membership, the Washington, D.C., Chapter was granted permission to levy an annual assessment of not more than $2.

(3) Chapter Membership: A Clarification

Having already determined that only members of NAIRO may be members of Chapters, the Board was asked to rule on the converse question: are national members of NAIRO automatically members of a Chapter formed in their locality? Answer: They are in the sense that they must be invited to take part. They cannot be required to pay local assessments, however, if they do not choose to participate in the Chapter or its activities.

(4) Financial Aid to Chapters

The Board was asked whether or not Chapters can expect financial help from national NAIRO in meeting local expenses (postage, supplies, meeting room rental, etc.). Answer: There are no national funds presently available to help cover continuing costs of Chapter activity.

(5) Chapter By-Law Amendment

The Board approved the following amendment to the By-Laws of the Northern California Chapter. Under Article X. Amendments, add as paragraph #2: "After an amendment has been approved by a majority vote of the members of NAIRO present and voting, it shall be submitted to the national Board of Directors of NAIRO for their approval. It shall not become effective until such approval is granted."

* * * *

1961 Annual Conference: Chapters' Meeting

Chapter chairmen (or their representatives) will meet with the officers of NAIRO at a special session during the forthcoming San Francisco Conference, probably on Tuesday or Wednesday evening, November 7th or 8th. Purpose of the gathering: to discuss the program and activity of local Chapters, and to consider ways in which NAIRO and other national resources may be better utilized.

* * * * *

Second Annual Membership Drive

A letter to all NAIRO members will shortly solicit their cooperation in an "Each One Get One" membership drive, aimed at reaching the 1,000-mark by the opening of the Annual Conference. (Membership today: 830)

Membership chairman John Yoshino (President's Committee on Equal Employment Opportunity) notes in his appeal that last year's campaign brought in 122 new members, an increase of almost 20%. Similar participation this year would bring NAIRO to the goal set by the Board of Directors last January.

Chapters are asked to urge and perhaps organize local participation in the "Each One Get One" membership drive. Although most Chapters have membership chairmen or recruiters, the present drive is a supplement to that continuing activity. All members should be encouraged to meet their quota!

* * * * *

A Matter of Adult Delinquency

Some 90 NAIRO members received -- on August 18th -- a final warning on 1961 dues delinquency. Unless they have paid their dues by September 1st, they must be dropped from the membership rolls. (The September 1st cut-off date represents a two-month extension of the terminal point originally set by the Board. By Board ruling, members once dropped must pay a two ($2) dollar reinstatement service charge if they rejoin within two years!)

A list of those still delinquent -- down 70 from the number noted as delinquent in mid-June -- is attached. (Agency identification and addresses appear on the earlier list.)

Chapters are asked to contact all delinquent members in their area, to urge prompt payment of dues. If forced to drop all or any substantial number of those 90 members, NAIRO will be hard-pressed to reach its 1,000-member goal this year!

* * * * *

Chapter Annual Reports

Under the terms of the Chapter charters (cf. NAIRO By-Laws, Article XVIII), Chapters are required to submit an annual report to the Board of Directors. The report should contain (a) names and addresses of officers for the coming year and (b) a summary of activities for the preceding year. This report is due one month in advance of the Annual Meeting (i.e., by October 7th).

* * * * *

CHAPTER BULLETIN - 3

Chapter Policy Statements: A Recommendation

In response to the Board's request for recommendations on policy and procedure governing Chapter public statements on local issues (not presently permitted under the Chapter charters), the Minnesota Chapter developed the following statement for submission to the Committee on Public Policy (Frederick Routh, Michigan FEPC, chairman).

> "Local chapters should have the right to issue public statements on matters peculiar to their local geographic area -- within the limits of national Statements of Concern and Committee on Public Policy pronouncements. Further, we feel that the same principle should be applicable on a regional basis. In this connection, we feel that local chapters or regional bodies have a responsibility to urge national NAIRO to issue public statements on appropriate national matters.
>
> "In terms of insuring compliance with Board policy, we feel that national NAIRO must, to a great extent, trust in the integrity of local chapters in this regard; however, we further recommend that whenever a local chapter takes action or issues statements locally, the locaa chapter shall have the responsibility for reporting such local action to national NAIRO. In this way, national NAIRO will automatically be advised.
>
> "Should a region ever so act or issue statements on matters of regional concern or in areas where there is no local NAIRO chapter, similar policy should apply to the region."

Other Chapters are urged to communicate their views on the matter to the Committee on Public Policy, which will report to the Board of Directors at an early meeting. (The January, 1961 Chapter Bulletin outlines the present restrictions on Chapter policy statements.)

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NAIRO

Members Delinquent in Dues Payment
1961

Mrs. Ely M. Aaron
Mr. Arnold C. Baker
Mr. Gerald Bash
Mr. Wellington C. Beal
Mrs. Olive R. Beasley
Miss Doris Beausoleil
Mrs. Rita Stern
Mrs. Bobbie Blackmon
Mr. M. Leo Bohanon
Mr. Edmond Brooks
Mr. Aubrey N. Brown, Jr.
Mr. William H. Brueckner
Mr. Philip Camponeschi
Dr. James T. Carey
Miss Marion Carter
Mr. Herbert Chabot
Mr. David C. Cowley
Mr. Charles Decker
Mrs. Alice Doig
Mr. Kenneth Douty
Miss Elizabeth Eddy
Dr. Dean George Epley
Mr. John Feild
Miss Estelle E. Feldman
Mr. Irving Ferman
The Rev. John Finnegan
Mr. Hal M. Freeman
Miss Roberta Gerke
Miss Selma Gettes

Mr. Harold H. Goldman
Mr. Bill Goode
Miss Gertrude Gorman
Mrs. Ethel Greenberg
Mr. Francis A. Gregory
Mr. Jacke C. Harris
Mr. Cornell W. Hawkins, Sr.
Mrs. Elizabeth G. Henderson
Miss Ruth Henderson
Mr. Robert B. Hill
Miss Ruth C. Hughes
Miss Nancy C. Hovarter
Miss Judith Howard
Dr. Robert B. Johnson
Mr. Sanford Kahn
Mr. Samuel Kaminsky
Dr. August Kerber
Mr. Laurence Kolp
Mrs. Henry Kramer
Mr. Robert LeAnderson
Mr. Joel Lesser (STUDENT)
Mr. Benjamin N. Levy
Mr. Raphael Lewis
Mrs. Harriette Lubow
Rev. John H. Marion
Mr. Ricardo Meana
Miss Miriam Merritt
Mr. Bruce A. Miller
Dr. John P. Milligan

Miss Joan Ohrenstein
Miss Irene Osborne
Mr. Rodney Page (STUDENT)
Mr. Thomas J. Peloso, Jr.
Mrs. Alma Polk
Dr. Annabel C. Prescott
Mr. Perry Price
Mrs. Wilma H. Rabe
Mr. Harold Rasmussen
Mr. Gus Ratzenberger
Mr. Jesse Reber
Mrs. Rachel Ridley
Mrs. Salivia T. Sharpe
Mr. Boris Shishkin
Mr. Ansel P. Simpson
Mr. Marshall Sklare
Dr. George W. Snowden
Mr. Jay Stattman (STUDENT)
Mr. Fred K. Swett
Mrs. Rozella Switzer
Dr. Rose C. Thomas
Mr. John B. Turner
Mr. Henry V. Walker
Miss Tillie Walker
Mrs. Beulah Whitby
Mr. Gerald D. White
Mr. James E. Williams
Dr. George Wilson, Jr.
Mr. Jerome L. Wilson
Mrs. Eleanor P. Wolf
Mrs. Emily Young

We do not have current addresses for the following:

Mrs. Edith Fejer (paid through 1961)
Mr. John W. Walker (paid through 1961 - STUDENT)
Mr. Harry Boyte (paid through 1961)

Mr. Frederick Pollard (delinquent)

fib
August 18, 1961

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 Massachusetts Avenue, N.W. -- Washington 6, D. C.

DRAFT WORKING PAPER: TASK FORCE I

On August 23, 1961, representatives of NAIRO presented to the President of the United States certain recommendations for executive action in intergroup relations developed by a 16-man task force of experienced professional workers. After a 20-minute discussion, the President decided to refer these to Harris Wofford, then his White House civil rights aide, directing that they be reviewed by appropriate departments and agencies. The recommendations were subsequently placed before the sub-Cabinet group on civil rights, consisting of ranking representatives of the various Federal departments and agencies. All were asked to study the recommendations and to report back within one month, commenting on the applicability of these proposals in their respective jurisdictions.

While it may never be possible to determine exactly which of the subsequent policy and procedural innovations were sparked by the NAIRO recommendations, it is clear that there have been significant changes precisely along the lines spelled out by the earlier task force. It is equally clear that there are a number of recommendations that have received little or no attention -- and a number of agencies in which the changes have been minimal. Questions might be raised under each of the major headings of the earlier report.

1. Although the various Federal departments and agencies were asked to review the NAIRO recommendation in the light of their respective operations, it is not clear that this constituted in every case the full-scale survey of internal operations and external program services that had been suggested. It is certainly true that all discrimination and segregation has not been eliminated. Question: What remaining instances of unequal opportunity or outright discrimination should be spotlighted for Presidential action? Or, perhaps more in keeping with NAIRO's original intention to avoid substantive recommendations, in what areas should full-scale surveys be urged?

2. The appropriate use of intergroup relations consultants was demonstrated vividly by the Air Force in its contract with the Potomac Institute -- and the value of such consultation was illustrated by the subsequent adoption of the recommendations for significant in-

novations in the area of contract compliance. The Air Force decision to enter into this contract cannot be claimed as a by-product of the NAIRO recommendations, but it can serve as a perfect example. Question: What other Federal departments and agencies could profitably consider contractual use of experienced intergroup relations workers in a similar capacity? Agriculture? Health, Education and Welfare?

3. There have been a few exciting developments in the recruitment of qualified and experienced intergroup relations personnel (notably in the Air Force) and in the definition of their role and function. On the other hand, some appointments have been made without apparent attention to expert qualifications -- and there has been no rush by departments and agencies to establish the type of intergroup relations service outlined by NAIRO in its task force report. In a number of instances, it would seem that individuals have been appointed on the usual political basis to fill a role not far in advance of that of the old race relations advisor -- with perhaps some greater attention to equal employment opportunity. The matter of personnel is probably something that can be dealt with only through continued organizational pressure and good professional examples. On the other hand, the development of intergroup relations services might be sparked by more specific recommendations. The earlier task force report did not suggest the Federal departments and agencies that might profitably institute such services. Question: Should the revived task force state in precise terms the Federal operations that are faltering for lack of proper utilization of intergroup relations personnel?

4. The matter of community consultative services in intergroup relations may well be one of the most significant areas in which NAIRO developed recommendations; it is probably the area in which least has been done to date. No steps have been taken to establish an intergroup relations service appropriately situated within the Executive Branch and offering general intergroup relations counsel and technical assistance to local communities. Question: Does this need to be spelled out? Would it be appropriate to develop the outlines of such a service? A recent report suggests that a community education service will soon be established -- on a small scale and

probably on an experimental basis -- within the Department of Health, Education, and Welfare. Initially, it will be limited to a survey of school segregation and an effort to provide consultative services by means of contracts with school authorities who have "been through the mill" successfully and who would be made available to other communities facing similar problems of desegregation. Question: Within the limits of executive or administrative action (i.e., without specific legislation), could recommendations be developed for the most effective structure and operation of such a service?

5. Intergroup relations in the State Department and the Peace Corps received considerable attention from the earlier task force. It is not clear that there have been any significant advances or innovations in the area of orientation for personnel assigned to overseas posts or for Exchange Program visitors to this country. It may be that the exact nature of this orientation needs to be spelled out and that consideration should be given to the precise ways in which this responsibility should be woven into the structure of the State Department. It would seem, for example, that the New Nations Division of the Office of Protocol is currently compiling a list of intergroup relations agencies and contacts in the various cities throughout the United States. This is presumably for the use of traveling diplomatic personnel, which touches a small part of the NAIRO recommendation on the subject. Question: How can the Foreign Service Institute best offer appropriate orientation for personnel assigned to overseas posts? And how can governmental and contract agencies best develop orientation and intergroup relations contacts for (non-diplomatic) personnel? Finally, what has been done by the Peace Corps to provide intergroup relations orientation for its volunteers going overseas?

6. Intergroup relations training is being developed by several Federal departments and agencies to serve a variety of specific needs. The Air Force, for example, will have a training program for its new contract compliance staff at the Air Force Institute in Ohio; the Post Office Department has contracted for the development of in-service training programs for supervisory personnel, and the Civil Service Commission has held a special institute for equal employment

opportunity officers from a variety of Federal departments and agencies. There is still much to be done, however, especially in the area of training for broader intergroup relations responsibilities within the Federal Government structure. Question: What training programs would best meet the need of Federal departments and agencies? What should be the ingredients of such training? In what specific ways might the Federal Government help prepare intergroup relations workers for local community service, particularly in view of the heavy drain on the field represented by current Federal recruitment of experienced intergroup relations personnel? Can outlines for these various programs be developed, and how can they best be integrated with the training needs and efforts of non-Federal agencies?

7. Virtually no steps have been taken to develop or stimulate Federal activity in the area of intergroup relations research. Of all the recommendations developed by the earlier task force, this one has received the least attention. It seems clear that the Office of Education, the National Science Foundation, and the National Institute of Mental Health should logically be interested in intergroup relations research and need to have a greater awareness of intergroup relations research gaps. A survey of intergroup relations research needs and resources might well be considered as an initial thrust in this area, although the problem of developing the awareness in these respective agencies probably deserves priority attention. Question: What can be done to advance the establishment of an agency to "coordinate, undertake, stimulate, and help finance needed research in the area of intergroup relations," as recommended earlier by the task force? Parenthetically, is there a role for NAIRO as a research clearing house or as liaison between the government agencies already mentioned and appropriate research people or research institutions? Finally, is there more specific executive action that might be recommended in this area?

8. The matter of government reference services in intergroup relations clearly needs further attention. There is some indication that the Department of Health, Education and Welfare, through the Office of Education, is preparing to accumulate material on school desegregation with a view to making this available to communities and their

school boards. This needs to be explored and encouraged. Question: In what other Federal departments and agencies should similar reference services be developed -- for internal use as recommended earlier, but also for use by local community agencies and workers? Can the Commission on Civil Rights be encouraged to serve as a repository of such data, perhaps acting in conjunction with the President s Committee on Equal Employment Opportunity, the Office of Education, the Housing and Home Finance Agency, and the Bureau of Labor Statistics? (The Library of Congress is viewed as an unlikely resource agency for departments and agencies of the Executive Branch!!)

9. Although the leadership role of the President in intergroup relations may need little further attention from the task force, the matter of civil rights liaison with the White House might well be reviewed. Question: Are there comments to be made about the role of the White House aide? The role and function of the sub-Cabinet group on civil rights? On the general matter of liaison between the various departments and agencies on the one hand, and the President and his White House staff on the other? Is there a need for a small but overall Intergroup Relations Service?

It seems clear from some of the comments made by department and agency representatives in reviewing the earlier NAIRO recommendations that there is considerable vagueness about intergroup relations as a specific field, some suspicion that we are simply holding a professional umbrella over a "boondoggle", and probably some hostility to our basic aims. Much of this relates to our general and continuing failure to define professional standards, to identify a body of knowledge unique to our field, to outline training and education qualifications for intergroup relations posts, and to promulgate a code of operating ethics. The task force will not have time to solve these deficiencies of the field, but might help ease some of the suspicion by a restatement of those areas in which we have achieved agreement. Apart from recommendations that it might develop in the broad area of executive responsibility in intergroup relations, the task force might also consider ways in which the NAIRO office, now expanded and moved to Washington, might operate to advance intergroup relations concerns in the Federal government.

NAIRO DELEGATION AND THE PRESIDENT - THE WHITE HOUSE - AUGUST 23, 1961, after presenting a report with recommendations, "Executive Responsibility in Intergroup Relations." (Lt. to rt.) Senator Philip A. Hart, Michigan, member; Robert J. Greene, Chairman Washington NAIRO Chapter; George W. Culberson, President of NAIRO; President John F. Kennedy; Booker T. McGraw, Vice President of NAIRO; John G. Feild, former President of NAIRO. Picture taking followed a twenty-minute conference.

SIDELIGHTS ON A CONFERENCE WITH THE PRESIDENT

(Unclassified information anent the August 23, 1961 NAIRO delegation visit)

Getting the appointment is a hard-earned trade secret which we had to learn by trial and error--not to be passed along to all and sundry. May be obtained by making a contribution to the NAIRO Development Fund.

At the gate to the White House grounds we were stopped and asked for identification. Here Booker McGraw and John Feild had a distinct advantage because of government I.D. cards. Culberson, Greene and Senator Hart produced driving licenses. Senator Hart was slightly embarrassed because they could not find his name on the list which had been provided the day before. Leaving the gate, we walked on up toward the West Wing office entrance. Outside, on the lawn near the entrance, Averill Harriman was holding a press conference. A large gathering of newsmen and cameramen were around him and he was speaking into a microphone as we passed by.

Upon entering the White House, we were ushered directly into the Cabinet Room, located just outside the President's office. Having ten minutes to spend, we inspected the room, observed the historical pictures on the walls, the brass name plate on the back of each chair around the conference table, the garden court which can be seen through ceiling to floor glass doors the full length of the room. The chairs were comfortable, the walnut octagonal table looked used (even banged), the carpet was soft and deep. It was agreed that the room suited its purpose. A man secretary came in and asked what happened to the missing member (John Lassoe). Apparently it is most unusual for a person to miss an appointment with the President. A girl secretary came in and matched our faces with the clothing we wore and the names on her list. Later, it became apparent that this was for the picture taking identification. It was noted that she didn't pay much attention to the color of Booker McGraw's clothing.

Assistant Press Secretary, Andrew Hatcher, came in just before 12 o'clock and announced that the President would be with us in a few minutes. At 12:05 another secretary came in and said "the President is ready" and opened the door to the President's office. President Kennedy came through that door, greeted Senator Hart, who then introduced each member of the delegation as we went into the office past the President. The President called each person by name and shook hands warmly.

The President's office is large and one corner of it is familiar to all citizens, containing the gift-laden desk, the flags, and is the workshop. The opposite corner is less familiar and is delightfully arranged as an informal sitting room. The President asked us to be seated on two soft davenports facing each other about six feet apart. He took his seat in an old fashioned rocking chair at one end and between us. It was an informal conversational group.

Senator Hart opened by saying that he was a member of NAIRO and was sure that the President would be interested in what we had to say to him. President Culberson then handed President Kennedy the report "Executive Responsibility in Intergroup Relations" and the letter of transmittal. For ten minutes, the overview of the entire report was given verbally and then the President began asking questions. It was evident that he had listened intently and he commented on points which seemed particularly significant to him. All members of the delegation contributed to the discussion. The President terminated the conference by asking John Feild to go to the door to see if the photographers were ready. A large group of newsmen and photographers came through the door and fired away for several minutes--stopping instantly upon a motion of the hand by the President.

The President expressed appreciation for our coming to him.

NAIRO LD MM

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

PRESIDENT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

VICE-PRESIDENTS
BOOKER T. McGRAW
Housing and Home Finance Agency
Washington, D.C.
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

BOARD OF DIRECTORS
(In addition to the officers)
*HELEN E. AMERMAN
Redevelopment Agency
Oakland, California
ARNOLD ARONSON
National Community Relations Advisory Council
New York, New York
EDWIN C. BERRY
Urban League
Chicago, Illinois
JOHN BINKLEY
Anti-Discrimination Commission
Denver, Colorado
*LOUISE BLACKHAM
Civic Unity Committee
Seattle, Washington
FRANCES R. COUSENS
Fair Employment Practices Commission
Detroit, Michigan
*LOUIS. H. ERVIN
Fair Employment Practices Commission
Minneapolis, Minnesota
FRANK W. FAGER
Board of Community Relations
Toledo, Ohio
HAROLD FLEMING
Southern Regional Council
Atlanta, Georgia
IRVING GOLDABER
Commission on Intergroup Relations
New York, New York
MALCOLM B. HIGGINS
State Board Against Discrimination
Olympia, Washington
ARTHUR JOHNSON
N.A.A.C.P.
Detroit, Michigan
*K. C. JONES, JR.
Community Relations Board
Cleveland, Ohio
**THEODORE LESKES
American Jewish Committee
New York, New York
FRANCES LEVENSON
National Committee Against Discrimination in Housing
New York, New York
*WADE MACKIE
American Friends Service Committee
Baton Rouge, Louisiana
MILDRED MAHONEY
Massachusetts Commission Against Discrimination
Boston, Massachusetts
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N.A.A.C.P.
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*EMANUEL MURAVCHIK
Jewish Labor Committee
New York, New York
ALAN REITMAN
American Civil Liberties Union
New York, New York
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Southern Regional Council
Atlanta, Georgia
FREDERICK B. ROUTH
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Detroit, Michigan
*DAVID A. SAWYER
Commissioners' Council on Human Relations
Washington, D.C.
JOHN Y. YOSHINO
President's Committee on Government Contracts
Washington, D.C.
*NAIRO Regional Chairmen
**Legal Counsel

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

- MEMORANDUM -

TO: Board of Directors

FROM: George W. Culberson

DATE: August 24, 1961

WE MADE IT! Your representatives spent twenty pleasant and profitable minutes with President Kennedy in the White House at noon on August 23 presenting and discussing the task force report "Executive Responsibility in Intergroup Relations." He was very attentive and interested and said that he would turn the report over to Mr. Harris Wofford, Special Assistant (and member of NAIRO), for follow up. Our committee on Drafting and Arrangements will meet with Mr. Wofford next week.

The road to a conference in the White House is tortuous. We tried several approaches. The one that worked was through two senators. Wilfred Leland (NAIRO-Minnesota) wrote a lengthy letter to Senator Humphries. Feild and Greene worked on Senator Hart who sent a letter to Humphries. Humphries spoke directly to the President about the report and an appointment for NAIRO. After the President approved, it was a matter of getting on the schedule through the appointment secretary. This was consummated by Senator Hart's office with prodding from Bob Greene.

We were told that the delegation should be small and I had a hard decision to make. I know that every member of the Task Force and probably every member of NAIRO would have liked to be a part of the group. My decision was to limit the group to the three members of the Drafting and Arrangements Committee (Feild, McGraw and Greene), the Executive Secretary and myself. Later, Senator Hart (NAIRO member) was added because of his important contribution in securing the appointment. It turned out that John Lassoe could not go at the last minute and it was too late to make a substitution because of a 24-hour notice required by the White House.

This may well be a significant milestone and a contribution to the field--only time will tell. For myself, I am happy that the Board approved such an action and I am extremely appreciative of the time and effort expended by members of the Task Force.

See you in San Francisco.

N—
Gen

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

EXECUTIVE COMMITTEE MEETING
NEW YORK CITY
SEPTEMBER 15-16, 1961

MINUTES

Present: George W. Culberson, presiding; Burton I. Gordin, Booker T. McGraw, John Morsell, Frederick B. Routh, Edward Rutledge, John Y. Yoshino, John V.P. Lassoe, Jr.

I. FINANCES

The Treasurer, Burton Gordin, reported a balance of only $238.40 in NAIRO's account, exclusive of the Executive Secretary's Severance Pay Reserve ($1,014). Bills outstanding or expected by October 30th were estimated at $2,700, not including salaries of the Executive Secretary and Office Secretary ($1,000 per month). Approximately $9,930 must be raised for operation at the present scale through 1961.

Analyzing receipts and expenditures through August 31st, the Treasurer noted that income had lagged in life memberships, sponsors, publications, and special grants, but was at anticipated levels in membership dues and the development fund. Expenditures were in line with expectations in most categories, and he estimated that $500 might be pared from the budget if the crisis continued. (Report attached.)

There was discussion of a number of approaches to foundations, individuals, labor unions, and corporations. Gifts had been received from the UAW and the United Steelworkers of America, and it was agreed that the auto and steel companies should be approached next. An attempt had been made to secure a grant from the Meyer Foundation, but this body is confining its grants to projects in the Washington, D.C., area. George Culberson volunteered to approach one individual for a three-year grant to NAIRO, subsidizing publication of the JOURNAL in memory of his son. It was voted (Routh-Rutledge) to authorize an appropriate notation in each issue of the JOURNAL if such a memorial subsidy were provided. CARRIED.

The President reported that David Sawyer had discussed with the International Cooperation Administration the possibility of a contract with NAIRO to prepare a pamphlet that the ICA is planning. The pamphlet would be for the orientation of foreign visitors and students, and it was reported that the ICA would prefer to have it prepared and printed under the auspices of a private group. There was consensus that the possibility should be pursued and explored further with the ICA, although the Executive Committee suggested drastic revision of the draft outline prepared for the ICA by a consultant. If the contract is awarded, the pamphlet will be prepared by NAIRO members and staff, or by a professional writer.

The Executive Secretary reported receipt of a letter from the Taconic Foundation stating that the Trustees had voted at their July meeting to review the Southern Field Training proposal fully and to arrive at a decision at an "early fall meeting." The Executive Committee discussed the number of internships suggested in the proposal (5-20 each year for three years) and, in the light of reports that the Federal government would be hiring large numbers of intergroup relations workers in the next few years, instructed the President to double the original request, in an early letter to

the foundation.

Edward Rutledge, chairman of NAIRO's Commission on Housing and Urban Life, reported that a delegation had met that afternoon with the Public Affairs Division staff at the Ford Foundation, that there had been considerable interest in at least two aspects of the omnibus Housing Opportunity Program (the national conference of housing and banking leaders, and the national program and information service), and that NAIRO had been asked to submit further information on the proposal. Members of the Commission are simultaneously investigating other financing possibilities, as well as potential co-sponsors for the proposed national conference.

John Yoshino, Membership Chairman, reported that 36 new members had been recruited since the Board meeting in June, but that 81 had been dropped or had resigned during the same period. Membership, all in good standing, was 760, a net loss of 45. The "Each One Get One" drive had been launched in late August, and the new members had begun to trickle in. The 1,000-member goal set for 1961 is still a strong possibility, he concluded, and it is clear that income from dues will meet or exceed the budget estimate for the year.

After reviewing these and other long-range financing prospects, the Executive Committee concluded that none were likely to develop quickly enough to ease the present financial crisis and that immediate help must be sought from the members. (A loan of $2,500 or $5,000 was discussed, but the idea was abandoned. NAIRO is not in a position to secure such a loan through normal lending channels, intergroup relations organizations are not likely to make such a loan from their own funds, and the search for individual lenders or note-signers would take too long, it was decided.) Various proposals for membership assessment, a 1962 dues increase, advance payment of 1962 dues, and membership contributions were reviewed before the following actions were voted:

* (McGraw-Rutledge) An assessment of $5 levied on each member who joined before the 1960 Conference, payable within thirty days. CARRIED. (It was agreed that the assessment letter would be sent to all members, although it would not be binding on those enrolled in the past ten months. The President and Executive Secretary were instructed to draft the assessment letter, noting in it that the members' share of the annual deficit was actually $10 apiece but that the Executive Committee had decided to ask for only $5.)

* (Rutledge-Gordin) Earliest possible action by the membership on a proposal to increase Active and Associate members' dues to $20 annually, effective January 1, 1962. (It was agreed that this would be done by mail referendum thirty days in advance of the Annual Meeting.) CARRIED.

* (Rutledge-Morsell) Authorization for the Treasurer to borrow from the Executive Secretary's Severance Pay Reserve if funds were needed to meet a semi-monthly payroll during the present crisis. CARRIED.

II. ANNUAL CONFERENCE

The Executive Committee reviewed the proposed program and speakers for the 1961 Annual Conference. The only major unfilled spot was the Banquet speaker, and it was agreed that NAIRO's invitation to Robert Weaver should be held open until his return from Sweden. If he is unable to accept, it was agreed that Attorney-General

ADDENDUM

* A suggestion advanced by Don Hager for an intergroup relations textbook containing pertinent articles from the JOURNAL and other sources, to be published by a commercial publisher under NAIRO sponsorship. It would be edited by Dr. Hager and a practitioner to be named by NAIRO (the Executive Committee advanced the name of Samuel Spiegler). It was agreed to encourage development of this proposal, although final approval was withheld until full details can be provided.

- -

Kennedy should be approached. Other names suggested: Chief Justice Warren, Congressman John Shelley.

III. BY-LAWS AMENDMENTS

The proposed amendment concerning nomination of Nominating Committee members, referred to the Board of Directors by the membership at the last Annual Meeting, was approved in outline form and referred to the Legal Counsel for final drafting. (Text attached.)

The Executive Committee considered a By-Laws amendment suggested by Lloyd Davis, removing the present limitation (8) on the number of regional chairmen in order to permit freer re-districting of the regions. By consensus, approval was given to an amendment increasing the number to "not more than ten (10)...from not more than ten (10) separate geographic regions of the country to be defined by the Board." Noting that, through an oversight, the regional chairmen were the only presidential appointees for whom the By-Laws did not require Board approval, the Executive Committee decided to insert such a stipulation. Finally, it was agreed that the maximum membership of the Board must be increased to thirty-six to allow for the appointment of up to two additional Regional Chairmen. (Full text attached)

IV. NAIRO PROJECTS

In addition to discussing the ICA pamphlet contract, the Southern Field Training proposal, and the omnibus Housing Opportunity Program, all noted above, the Executive Committee considered two additional proposals:

* Establishment of formal liaison between the National Association of Foreign Student Advisors and NAIRO, as outlined by Hans Spiegel and George Pettengill in a memo directed to both organizations. (Memo attached) It was voted (Routh-McGraw) to endorse the proposal and to authorize the President to appoint NAIRO members to a liaison committee to explore possibilities for a closer working relationship. (There was consensus that NAIRO should move ahead with development of the Foreign Student Advisor Field Liaison proposal approved by the Board at its June meeting, without waiting for the establishment of formal relationships between the two organizations.)

* * *

The meeting adjourned at 12 noon on September 16th, with an expression of thanks to the National Community Relations Advisory Council and the National Association for the Advancement of Colored People for the meeting space provided for the two sessions.

Respectfully submitted,

JOHN V.P. LASSOE, JR.
Secretary pro tem

fib

APPENDIX I

PROPOSED AMENDMENTS TO THE BY-LAWS
(which will be voted on at the Annual Meeting)

PROPOSED BY THE BOARD OF DIRECTORS (as instructed by the 1960 Annual Meeting):

In Article IX, Section 1, substitute the following for present paragraph a:

"a. A Nominating Committee of not more than thirteen persons, the duties of which shall be to nominate for presentation at the annual meeting or by mail ballot a slate of officers and directors, with at least one candidate for each vacancy. From a slate composed of three nominees from each region (Article VII, Sect. 1), proposed by the members thereof through the Regional Chairman, the membership shall elect a number of persons equal to the number of regions, and these, together with up to three persons appointed by the President (with the advice and consent of the Board), shall constitute the Nominating Committee for the year following."

(This Amendment would remove from the Nominating Committee the responsibility for nominating its successors each year. Regional nominations -- three from each region, proposed by the members thereof -- would constitute the slate. The method of election remains unchanged, although the President would be empowered to appoint up to three additional members.)

PROPOSED BY THE EXECUTIVE COMMITTEE:

In Article VII, change Section 1 to read as follows:

"1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-six (36) nor less than eighteen (18) members. Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article X; in addition, any of the six (6) officers who is not otherwise a member of the Board shall serve ex officio during his term in office. Further, the President, with the advice and consent of the Board, shall appoint not more than ten (10) Regional Chairmen of the Association, from not more than ten (10) separate geographic regions of the country to be defined by the Board. These Regional Chairmen shall serve for terms of one year or until their successors are chosen, and shall serve ex officio on the Board of Directors, if not already members of the Board."

(This Amendment would increase from eight to not more than ten the number of geographic regions within which Regional Chairmen could be named. Definition of such regions and confirmation of the Regional Chairmen would be the responsibility of the Board. Maximum membership of the Board would be increased to thirty-six, to permit appointment of up to two Regional Chairmen.)

fib

APPENDIX II
AN INFORMAL PROPOSAL

THE STRENGTHENING OF RELATIONSHIPS BETWEEN NAIRO and NAFSA

The National Association of Intergroup Relations Officials (NAIRO) has a membership of some 650 professional people whose work is devoted to harmonious cross-cultural relationships under local governmental and private auspices throughout the United States. The National Association of Foreign Student Advisors (NAFSA) has nearly 1,000 members who are both professional, volunteer and government people, concerned with the relation between the foreign student and the American university and community.

With the common interest of these two organizations in mind, the undersigned have informally discussed the possible development of closer working relationships between NAFSA and NAIRO, and would suggest that a liaison committee of the two organizations be formed during the present calendar year, to meet probably in New York, and explore further ongoing steps in their mutual interests.

Among the possible areas of joint concern which might be discussed are these:

- Relations between foreign students and American university and community people.
- Housing problems of students of color.
- Student-family relationships in community hospitality programs.
- Community seminars in which more can be learned by Americans about the world and vice versa.
- Cross invitations by each organization to local and regional meetings.
- Possible cross-referral in job placement through personnel clearing houses like that recently planned by NAFSA.
- Study of internship programs for professional development like that developed by NAIRO.

These thoughts are preliminary in every respect except that they do lead us to one firm suggestion: that both NAFSA and NAIRO may well find it in their individual interests to seriously explore closer coordination and cooperation in their common concerns for harmonious relations among people with cultural differences.

Hans Spiegel, Director
Community Tension Center
Springfield College
Springfield, Mass.

George B. Pettengill
Executive Director
International Student Assn.
33 Garden Street
Cambridge 38, Mass.

5/3/61
(reprinted: 10/16/61
fib - NAIRO)

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Treasurer's Office

BUDGET: January 1 to August 31, 1961

ANTICIPATED RECEIPTS		
Membership Dues		10,000.00
New	1,500.00	
Renewal	8,500.00	
Life Memberships		1,000.00
Publications		4,750.00
Journal	4,200.00	
Directory	350.00	
Other	200.00	
Proceeds from 1960 Conf.		2,089.43
Registrations	1,201.00	
Return of Advance	300.00	
Local Contribs.	588.43	
Development Fund		1,500.00
Sponsors of NAIRO (Individual Gifts)		1,000.00
Special Grants		12,680.57
A.J. Committee	1,000.00	
Other Agencies	2,680.57	
McGregor Fund	5,000.00	
Other Fdtns.	4,000.00	
TOTAL:		$33,010.00

ACTUAL RECEIPTS		
Membership Dues		9,219.00
New	1,949.00	
Renewal	7,270.00	
Life Memberships		- - - - -
Publications		3,360.89
Journal	3,168.59	
Directory	106.50	
Other	85.80	
Proceeds from 1960 Conf.		2,089.43
Registrations	1,201.00	
Return of Advance	300.00	
Local Contribs.	588.43	
Development Fund		1,126.00
Sponsors of NAIRO (Individual Gifts)		25.00
Special Grants		5,000.00
A.J. Committee	---	
Other Agencies	---	
McGregor Fund	5,000.00	
Other Fdtns.	---	
Interest		39.36
TOTAL:		$20,859.68
Balance 1/1/61		2,834.98
Total cash to be accounted for:		$23,694.66
Expenditures		22,235.00
Balance on Hand		$ 1,459.66

Benjamin Franklin Savings & Loan Assn.	1,014.06
Girard Trust Company	445.60
	1,459.66

FINANCIAL STATEMENT - continued

ANTICIPATED EXPENDITURES

National Office		15,160.
Exec. Secy.	10,000.	
Office Secy.	4,660.	
P.T. Clerical	500.	
Employee Benefits		480.
Hospitalization	100.	
Social Security	320.	
Disability Ins.	60.	
Office Expenses		7,975.
Hospitality	100.	
Rent	1,500.	
Equipment	250.	
Postage	1,200.	
Printing	1,000.	
Telephone	750.	
Office Supplies	600.	
Travel	2,500.	
Subscriptions	25.	
Miscellaneous	50.	
President's Office		100.
Treasurer's Office		395.
Bookkeeping	300.	
Audit	50.	
Postage, Supplies	10.	
Bonding	35.	
Publications		7,800.
Journal (4)	7,500.	
Promotion	300.	
Promotion Regional Chairmen		400.
Debt Retirement		600.
AJC $1,800 over 3 years		
Miscellaneous		100.
	Total	$33,010.

ACTUAL EXPENDITURES

National Office		9,805.71
Exec. Secy.	6,395.67	
Office Secy.	3,178.07	
P.T. Clerical	231.97	
Employee Benefits		390.89
Hospitalization	78.70	
Social Security	252.19	
Disability Ins.	60.00	
Office Expenses		5,285.53
Hospitality	61.27	
Rent	933.44	
Equipment	290.07	
Postage	484.60	
Printing	1,037.97	
Telephone	290.42	
Office Supplies	261.72	
Travel	1,876.74	
Subscriptions	16.55	
Miscellaneous	32.75	
President Office		100.00
Treasurer's Office		262.50
Bookkeeping	150.00	
Audit	50.00	
Postage, Supplies	- - -	
Bonding	62.50	
Publications		5,973.71
Journal	5,966.81	
Promotion	6.90	
Promotion Regional Chairman		414.66
Debt Retirement		---
AJC $1,800 over 3 years.		
Miscellaneous		2.00
	Total	$22,235.00

Southern R[illegible] C[illegible] Inc.
5 FORSYTH STREET, N. W. [illegible] ORGIA
[illegible] 2-8764
LESLIE W. DUNBAR,
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

MEMORANDUM

October 23, 1961

TO: Atlanta area NAIRO members
FROM: Paul Rilling
RE: Application for local charter

On Friday, October 6, a number of local NAIRO members met and took the following actions:

(1) We agreed to apply to the national board of NAIRO for a charter as the Greater Atlanta Metropolitan Chapter of NAIRO. It is our hope to get this charter application in so that it may be approved at the national meeting of NAIRO November 7-10.

(2) We approved proposed by-laws (as submitted by a subcommittee headed by Dick Shapiro) which conform to the pattern of organization of other local NAIRO groups.

To apply for a local charter, it is needed only that at least five NAIRO members in good standing approve the application and that their names be forwarded along with the proposed by-laws. To facilitate the processing of our application and to save as much inconvenience as possible to all of you, we are suggesting that each member approving the application for a local charter sign the enclosed card and return it to me. These signatures will then be forwarded as our charter application. May I ask that you return the cards to me not later than Friday, October 27. Speed is of the essence.

Since the by-laws are fairly routine, providing for a chairman, vice-chairman, secretary, and an executive committee, elected by the membership and accepting the NAIRO purpose, but otherwise quite general and permissive, I am not enclosing copies. They are available, however, for your inspection either at my office or at Dick Shapiro's office.

Enclosure: Return card.

I am a NAIRO member in good standing. I wish to join with other Atlanta area members in applying for a charter for a Greater Atlanta Metropolitan Chapter of NAIRO.

_____
(name)

Return to:
Paul M. Rilling
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Georgia

NAIRO

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

OCT 25 1961

TO: NAIRO REGIONAL CHAIRMEN (Paul Rilling)
NAIRO CHAPTER CHAIRMEN

FROM: Frankye I. Brown

SUBJECT: Membership Changes

Enclosed for your records are 3 x 5 cards of additional NAIRO members (new and/or changes of addresses).

If you have knowledge of additional changes in addresses, which are not indicated on the enclosed, we would appreciate hearing from you.

Enclosures

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

18 October 1961

TO: NAIRO Board of Directors
Committee, Commission, Department Chairmen
Regional, Chapter Chairmen

FROM: George W. Culberson, President

The Board of Directors will hold its pre-Conference meeting on Monday evening, November 6, at the Whitcomb Hotel in San Francisco. The meeting will begin at 8:00 p.m.; the room will be posted in the lobby.

I hope that each of you who is coming to the Annual Conference will plan to arrive early enough to attend this short but important meeting.

Minutes of the September 15-16th Executive Committee meeting are enclosed. The flow of new members (54 since that date) and the response to the assessment (coupled with voluntary member contributions) has enabled us to meet many of our outstanding obligations; if this continues we could be devtfree by the time of our Board meeting.

Chapter chairmen are reminded that their annual reports of Chapter activity were due thirty days in advance of the Conference. All will be reviewed at the Board meeting.

* * * *

I am sure that President-elect Lloyd Davis would want me to remind those of you remaining on the Board next year that the post-Conference meeting will begin after the luncheon session on Friday, November 10, and continue through Saturday morning, as has been our custom.

* * * *

I look forward to seeing you in San Francisco on November sixth.

fib

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

NOTICE OF ANNUAL MEETING OF THE ASSOCIATION

October 6, 1961

TO: Members of the National Association of Intergroup Relations Officials
FROM: Virginia Coffey, Secretary

The Annual Meeting of the Association will be held this year at the Hotel Whitcomb, San Francisco, California. It will begin at 10 a.m. on Tuesday morning, November 7, and conclude at 2:30 p.m. on Friday afternoon, November 10.

As required by Article XVI of the By-Laws, I submit to you the following proposed amendments to the By-Laws, which will be voted on at the Annual Meeting.

PROPOSED BY THE BOARD OF DIRECTORS (as instructed by the 1960 Annual Meeting):

In Article IX, Section 1, substitute the following for present paragraph a:

"a. A Nominating Committee of not more than thirteen persons, the duties of which shall be to nominate for presentation at the annual meeting or by mail ballot a slate of officers and directors, with at least one candidate for each vacancy. From a slate composed of three nominees from each region (Article VII, Sect. 1), proposed by the members thereof through the Regional Chairman, the membership shall elect a number of persons equal to the number of regions, and these, together with up to three persons appointed by the President (with the advice and consent of the Board), shall constitute the Nominating Committee for the year following."

(This Amendment would remove from the Nominating Committee the responsibility for nominating its successors each year. Regional nominations -- three from each region, proposed by the members thereof -- would constitute the slate. The method of election remains unchanged, although the President would be empowered to appoint up to three additional members.

PROPOSED BY THE EXECUTIVE COMMITTEE:

In Article VII, change Section 1 to read as follows:

"1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-six (36) nor less than eighteen (18) members. Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article X; in addition, any of the six (6) officers who is not otherwise a member of the Board shall serve ex officio during his term in office. Further, the President, with the advice and consent of the Board, shall appoint not more than ten (10) Regional Chairmen of the Association, from not more than ten (10) separate geographic regions of the country to be defined by the Board. These Regional Chairmen shall serve for terms of one year or until their successors are chosen, and shall serve ex officio on the Board of Directors, if not already members of the Board."

(This Amendment would increase from eight to not more than ten the number of geographic regions within which Regional Chairmen could be named. Definition of such regions and confirmation of the Regional Chairmen would be the responsibility of the Board. Maximum membership of the Board would be increased to thirty-six, to permit appointment of up to two Regional Chairmen.)

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

ANNUAL CONFERENCE BULLETIN # 3

Hotel Reservations

Your room reservation card is enclosed. Do return it promptly to the hotel.

Some Speakers Are Announced

LOREN MILLER (Los Angeles housing expert; vice-president, National Committee Against Discrimination in Housing) on "Housing and Redevelopment in the Changing Metro-Urban Complex."

WHITNEY YOUNG (new executive director of the National Urban League) on "School Segregation and Economic Opportunity."

LOUIS MARTIN (vice-chairman of the Democratic National Committee) on "Power and Politics."

STEPHEN P. KENNEDY (former New York City Police Commissioner) on "Police-Community Relations in the Metropolis."

ALEXANDER MILLER (community service director, Anti-Defamation League of B'nai B'rith) on "Neo-Nazism." JOHN MORSELL (assistant to the executive secretary, NAACP) on "Black Nationalism." DAVID DANZIG (national program director, American Jewish Committee) on "Neo-Carthyism."

JAMES SCHEUER (president, Renewal and Development Corporation) on "Urban Renewal Planning for Balanced Communities." MILTON SENN (southwest regional director, Anti-Defamation League of B'nai B'rith) on "Race, Religion and Suburbia." EDWARD RUTLEDGE (housing director, New York State Commission Against Discrimination) on "Administration of Fair Housing Laws." EUNICE GRIER (staff associate, Washington Center for Metropolitan Studies) on "Impact of Housing Discrimination on Employment and Schools."

THERON JOHNSON (administrator, New York State Fair Education Practices Law) on "Curriculum Development." RICHARD PLAUT (president, National Scholarship Service and Fund for Negro Students) on "Motivation and Counseling." EDWARD TORRONES (acting director, Colorado Anti-Discrimination Commission) on "Integrating Spanish-speaking Migrants and Newcomers."

On Charter Flights

Charter flight possibilities have been investigated by the San Francisco Conference Committee, but do not look promising. The cheapest type of plane flown directly from New York City to San Francisco (the airlines have discouraged a multi-stop flight because of problems of pro-rating costs) would cost $99.59 per person with 80 passengers, $106.09 with 75 aboard. The fare on a regularly scheduled non-jet coach flight is only $118.36 each way, and this drops to $97.90 under excursion rates (round-trip ticket with a minimum stay of thirteen days on the Coast). In any event, it seems unlikely that 75 or 80 riders can be recruited in an area close enough to New York to make the modest saving worthwhile. THOSE FIRMLY INTEREST IN AT LEAST THE FLIGHT WEST (MONDAY, NOVEMBER 6 -- NEW YORK CITY TO SAN FRANCISCO -- FARE BETWEEN $99 and $127) SHOULD WRITE TO THE NATIONAL OFFICE AT ONCE, JUST IN CASE....

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Mr. Ezekiel W. Martin
Livingstone College
Harris Hall
Salisbury, N. C.

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

BOARD OF DIRECTORS MEETING
San Francisco, California
November 6, 1961

MINUTES

Present: George Culberson, presiding; Helen Amerman, John Binkley, Louise Blackham, Virginia Coffey, Frances Cousens, Lloyd Davis, Louis Ervin, Frank Fager, Harold Fleming, Burton Gordin, K.C. Jones, Jr., Booker T. McGraw, Emanuel Muravchik, Frederick Routh, Edward Rutledge, David Sawyer, John Yoshino.

Others: Marshall Bragdon, John Buggs, Abraham Citron, William Gremley, Garnet Guild, John Hope, Edward Howden, Frank Loescher, Edward Marciniak, Richard Marks, Howard McKinney, Richard Plaut, Corneff Taylor, John Lassoe.

I. Minutes of the June 16-17 Board meeting (distributed earlier by mail) were approved. (Routh-Jones, CARRIED)

II. Minutes of the September 15-16 Executive Committee meeting were reviewed and approved. (Davis-Routh, CARRIED)

It was voted (Jones-Cousens) to commend the Executive Committee for its action in levying the membership assessment of $5.00, binding on all who had joined NAIRO before the last Annual Conference. CARRIED. As of November 2nd, 256 members had paid their assessments.

By resolution (Rutledge-Routh), payment of the 1961 assessment was established as a condition of membership in good standing; the National Office was directed to send reminders in late November and to add the $5 assessment to the dues notice of all who had still failed to pay by the time of their regular 1962 billing. CARRIED.

The Board received the report of the referendum vote on the proposed increase in dues for Active and Associate members (to $20, effective January 1, 1962): as of November 1st, 254 members had voted in favor, while 66 members opposed the increase.

III. The Treasurer, Burton Gordin, presented his report for the period, January 1 - October 31, 1961 (attached). Conservative estimates of receipts anticipated in the remaining months of 1961, balanced against minimum expenditures for the same period, projected a possible deficit of $3,909 for the year.

It was voted (Yoshino-Amerman) to borrow not more than $3,500 to meet this deficit, and to accept the offer of one Director to underwrite such a loan with personal collateral; the Executive Committee and appropriate officers were empowered to make the necessary arrangements. CARRIED.

The Treasurer's report was approved. (Jones- Routh, CARRIED)

IV. Following reports by the Conference Arrangements Committee chairman, Helen Amerman, and the Conference Program Committee chairman, Richard Marks,

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expressions of appreciation to the chairmen and members of the two committees were adopted unanimously.

V. An application from Atlanta members for a Chapter charter, approved by the Southeast Regional Chairman, was received and reviewed. It was voted (Routh-Fager) to charter the Greater Atlanta Metropolitan Area Chapter of NAIRO. CARRIED. This became the eleventh NAIRO Chapter.

VI. Review of annual Chapter activity reports was deferred until a later meeting of the Board, but the National Office was directed to reproduce and distribute these reports to the other Chapters, and to carry a brief digest of their activities in the Newsletter.

VII. It was voted (Routh-Jones) to approve the action of the President in authorizing NAIRO co-sponsorship of a study of local public agencies conducted by the San Jose Human Relations Commission. CARRIED. The study will provide data useful in a comparative analysis of information gathered by Helen Amerman in her 1954 and 1956 surveys of local public agencies.

VIII. Booker McGraw reported on the follow-up to NAIRO's meeting with President Kennedy in August. A liaison committee consisting of Booker McGraw, John Feild, and Robert Greene had met with Special Presidential Assistant Harris Wofford shortly after the White House meeting. Subsequently, copies of the task force report, "Executive Responsibility in Intergroup Relations," and the Washington Chapter study, "Intergroup Relations in the Federal Government, January, 1961," were circulated to all department and agency representatives on the White House sub-cabinet committee. They were scheduled to report back to the White House in early November, with comments on the implications of both documents for the operation of their respective departments and agencies.

IX. David Sawyer reported on conversations with the International Cooperation Administration following Executive Committee approval of exploration of an ICA-NAIRO contract for preparation of an orientation pamphlet on American intergroup relations, to be distributed to foreign visitors and students. His latest information was that the ICA was now leaning toward acceptance of an existing pamphlet, already prepared by one of the intergroup relations agencies.

The meeting adjourned with George Culberson's thanks to the Board for its hard work and cooperation during his administration.

Respectfully submitted,

VIRGINIA COFFEY
Secretary

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NAIRO
12/61

APPENDIX: I

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Treasurer's Office
Room 625, City Hall Annex
Philadelphia 7, Pa.

BUDGET: January 1 to October 31, 1961

ANTICIPATED RECEIPTS			ACTUAL RECEIPTS		
Membership Dues		10,000.00	Membership Dues		11,761.00
New	1,500.00		New	2,814.00	
Renewal	8,500.00		Renewal	7,752.00	
Assessment	- - -		Assessment	1,195.00	
Life Memberships		1,000.00	Life Memberships		100.00
Publications		4,750.00	Publications		3,704.64
Journal	4,200.00		Journal	3,474.09	
Directory	350.00		Directory	115.50	
Other	200.00		Other	115.05	
Proceeds from 1960 Conf.		2,089.43	Proceeds from 1960 Conf.		2,089.43
Registrations	1,201.00		Registrations	1,201.00	
Return of Adv.	300.00		Return of Advance	300.00	
Local Contrib.	588.43		Local Contrib.	588.43	
Development Fund		1,500.00	Development Fund		1,651.00
Sponsors of NAIRO (Individual Gifts)		1,000.00	Sponsors of NAIRO (Individual Gifts)		100.00
Special Grants		12,670.57	Special Grants		5,550.00
A.J. Committee	1,000.00		A.J. Committee	---	
Other Agencies	2,670.57		Other Agencies	---	
McGregor Fund	5,000.00		McGregor Fund	5,000.00	
Other Fdtns.	4,000.00		Other Fdtns.	550.00	
			Interest		39.36
	Total	$33,010.00		Total	$24,995.43
				Balance 1/1/61	2,834.98
			Total Cash to be Accounted for		$27,830.41
			Expenditures		26,093.79
			Balance on Hand		$ 1,736.62

Benjamin Franklin Savings & Loan Assn.	$1,014.06
Girard Trust Company	722.56
	$1,736.62

Treasurer's Report - 2

ANTICIPATED EXPENDITURES

National Office		15,160.00
Exec. Secretary	10,000.00	
Office Secy.	4,600.00	
P.T. Clerical	500.00	
Employee Benefits		480.00
Hospitaliza.	100.00	
Social Security	320.00	
Disability Ins.	60.00	
Office Expenses		7.975.00
Hospitality	100.00	
Rent	1,500.00	
Equipment	250.00	
Postage	1,200.00	
Printing	1,000.00	
Telephone	750.00	
Office Supplies	600.00	
Travel	2,500.00	
Subscriptions	25.00	
Miscellaneous	50.00	
President's Office		100.00
Treasurer's Office		395.00
Bookkeeping	300.00	
Audit	50.00	
Postage, Supplies	10.00	
Bonding	35.00	
Publications		7,800.00
Journal (4)	7,500.00	
Promotion	300.00	
Promotion Regional Chairmen		400.00
Debt Retirement AJC $1,800 over 3 years		600.00
Miscellaneous		100.00
Total		$33,010.00

ACTUAL EXPENDITURES

National Office		12,767.62
Exec. Secy.	8,350.57	
Office Secy.	4,085.04	
P.T. Clerical	331.97	
Employee Benefits		444.80
Hospitalization	95.55	
Social Security	289.25	
Disability Ins.	60.00	
Office Expenses		5,837.59
Hospitality	61.27	
Rent	933.44	
Equipment	290.07	
Postage	505.90	
Printing	1,037.97	
Telephone	442.36	
Office Supplies	331.90	
Travel	2,184.88	
Subscriptions	16.55	
Miscellaneous	33.25	
President's Office		100.00
Treasurer's Office		262.50
Bookkeeping	150.00	
Audit	50.00	
Postage, Supplies	- - -	
Bonding	62.50	
Publications		6,264.62
Journal	6,257.72	
Promotion	6.90	
Promotion Regional Chairmen		414.66
Debt Retirement AJC $1,800 over 3 years		- - -
Miscellaneous		2.00
Total		$26,093.79

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

ANNUAL MEMBERSHIP MEETING
SAN FRANCISCO, CALIFORNIA
NOVEMBER 7-10, 1961

MINUTES

TUESDAY, November 7, 1961: A quorum of the membership present; George W. Culberson, President, presiding.

The President announced that mail ballots in the annual election of officers and directors would be received through 12 noon on November 8, with results to be announced on the following morning.

On a motion by Frederick Routh, seconded by Edward Marciniak, the following amendment to the NAIRO By-Laws was adopted without dissenting vote:

In Article IX, Section 1, substitute for paragraph "a":

"a. A Nominating Committee of not more than thirteen persons, the duties of which shall be to nominate for presentation at the annual meeting or by mail ballot a slate of officers and directors, with at least one candidate for each vacancy. From a slate composed of three nominees from each region (Article VII, Sect. 1), proposed by the members thereof through the Regional Chairman, the membership shall elect a number of persons equal to the number of regions, and these, together with up to three persons appointed by the President (with the advice and consent of the Board), shall constitute the Nominating Committee for the year following."

On a motion by K.C. Jones, Jr., seconded by Herman Long, the following amendment to the NAIRO By-Laws was adopted without dissenting vote:

In Article VII, change Section 1 to read as follows:

"1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-six (36) nor less than eighteen (18) members. Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article X; in addition, any of the six (6) officers who is not otherwise a member of the Board shall serve ex officio during his term in office. Further, the President, with the advice and consent of the Board, shall appoint not more than ten (10) Regional Chairmen of the Association, from not more than ten (10) separate geographic regions of the country to be defined by the Board. These Regional Chairmen shall serve for terms of one year or until their successors are chosen, and shall serve ex officio on the Board of Directors, if not already members of the Board."

It was moved by Helen Amerman, and adopted by acclamation, that a telegram be sent to NAIRO's Office Secretary, Frankye I. Brown, expressing the delegates' sorrow over her absence and their regret that NAIRO could not afford to bring her to San Francisco for the Conference. It was also voted unanimously to commend her for her service and loyalty to NAIRO over the past four-and-one-half years.

The Treasurer, Burton Gordin, presented his report for the first ten months of 1961. This showed receipts of $24,995.43, and expenditures of $26,093.79, the deficit being met to date from the balance on hand at the beginning of the year ($2,834.98). In

his analysis of the financial situation of the Association, the Treasurer made these observations:

1. The annual budget has stabilized itself at approximately $33,000. Of this amount, such normal income as membership dues, publication sales, and conference registrations accounted for one-third in 1958, the difference being made up by large gifts and foundation grants. Normal income now accounts for over two-thirds of the budget, but the gifts and grants are harder to find. The Board has faced the prospect of closing the National Office at virtually every meeting over the past two years, but our members' special efforts have saved us in each crisis to date.

2. There has been occasional discussion of cutting expenditures to fit income, but this could be done in only one of two ways, the first unfortunate and the second disastrous: suspend publication of the Journal or close the National Office. The Board continues to reject both alternatives.

3. It has also been suggested that crisis financing of the past two years has simply postponed the inevitable facing of hard decisions to curtail operations, but this view ignores the fact that we are closing the gap between normal income and minimum expenditures, enough so that we can hope for self-supporting status within a few years. This also ignores the fact that sound project proposals have been developed and are already being considered by foundations.

4. In terms of anticipated receipts for the remaining two months of 1961, balanced against anticipated expenditures, it seems likely that we will face a $2,000 deficit. A member of the Board of Directors has offered to underwrite a loan to cover that amount, which insures our continuation through 1961, but such a loan would be unnecessary if the more than 400 members who have not paid their $5 assessments were to pay before the end of the year.

Noting that this was his final report, the Treasurer acknowledged with gratitude the service and aid rendered by members of the Finance Committee: George Culberson, Frederick Routh, Frank Fager, Theodore Leskes, John Yoshino, and Lloyd Davis.

On a motion by Burton Gordin, seconded by Frederick Routh, the report of the Treasurer was adopted.

Harold Fleming, chairman of the Resolutions Committee, reported that draft copies of a Statement of Concern would be distributed on Wednesday, for discussion on Thursday morning. He noted that the committee had as its goal in preparing this draft the development of something general enough to last awhile but specific enough to give the Committee on Public Policy and the Chapters something to hang statements on during the course of the year. The President indicated that he would appoint a committee to review the draft before the Thursday session and to present recommendations for changes and additions.

The President delivered, as his valedictory address, a paper on "The Intergroup Relations Profession and the Professional -- 1961" (reproduced as part of the Conference Proceedings).

THURSDAY, November 9, 1961: A quorum of the members present; George W. Culberson, President, presiding.

John Yoshino, Membership Committee chairman, reported on membership recruiting efforts

and results during 1961, noting especially these developments:

1. Membership has grown from 681 at the last Annual Meeting to 837, a net gain of 156. The goal of 1,000 members, set in January by the Membership Committee and Board of Directors, has not yet been reached, largely because of the 100 members who resigned or were dropped during the year. The goal can still be reached in 1961, given a monumental effort during the next six weeks.

2. Membership quotas were assigned to each region last January. They were deliberately set high, to provide incentive, but were not unrealistic. All but two regions achieved at least 50% of their quota, and three regions showed a proportionate increase of 100% or better.

The chairman paid tribute to the efforts of those who served on his committee, in Washington, D.C., and around the country.

In accepting the report, the President commended the Membership Chairman for his energy and dedication, and for the high degree of organization he had brought to the 1961 membership campaign.

K.C. Jones, Jr., chief teller in mail ballot tabulations, certified the election of the following officers, directors, and nominating committee mombers:

President-elect:	Edward Rutledge	
Vice-Presidents:	Frances Levenson	
	John Morsell	
Secretary:	Frances Cousens	
Treasurer:	Irving Goldaber	
Directors (1961-1964):	The Rev. Will D. Campbell	Louis Mason, Jr.
	Dennis Clark	John McDermott
	George Grier	Paul Rilling
Nominating Committee:	Helen Amerman	Harold Lett
	Marshall Bragdon	Joseph Monserrat
	George W. Culberson	George Nesbitt
	Maurice B. Fagan	Charles Posner
	Burton I. Gordin	Muriel Snowden
	Ruby Hurley	

Officers and directors present at the Conference were formally installed in a brief ceremony, following which Lloyd Davis, incoming President, delivered his presidential address, setting forth the aims and goals of his administration.

Consideration of the draft Statement of Concerns and Commitments brought the following actions by the membership:

* Adoption of a brief statement of principle, including the following paragraph:

> "We affirm the obligation of the National Association of Intergroup Relations Officials to speak publicly and responsibly of its members' concerns in the broad area of intergroup relations; to assess the facts with care; to examine their implications with professional acuteness; and to interpret both clearly to official leadership and the lay public.
>
> "The time is now to seek a broader and deeper consensus on the many issues

of intergroup relations with which we are concerned.

"We request the Board of NAIRO to establish the kind of representative task force required to develop a mature and comprehensive public policy for this organization in all of the areas of its concern. We refer to the Board the draft statement distributed at this conference and the statements adopted at earlier conferences as material to be considered by the proposed task force when it begins its labors....."

Moved by Harold Fleming, seconded by Edward Rutledge, CARRIED.

* Instructed the President and the Board of Directors to develop a comprehensive Statement of Concern, to be circulated to the membership well in advance of the 1962 Conference for action there. Moved by Abraham Citron, seconded by John Lyons. CARRIED.

* Instructed the Resolutions Committee to draft a specific resolution calling for an Executive Order on housing discrimination. Moved by Galen Martin, seconded by Gregory Shinert, CARRIED.

* Instructed the Resolutions Committee to draft and bring forth for membership consideration before the end of the 1961 Conference a Statement of Concern incorporating at least some of the concerns expressed in the draft document. Moved by Gregory Shinert, seconded by Geraldine Bledsoe, CARRIED.

* Instructed the Board of Directors to consider the intergroup implications of the Federal aid to education controversy and to make recommendations to NAIRO for program activity during the year ahead. Moved by John McDermott, seconded by Marshall Bragdon, CARRIED.

FRIDAY, November 10, 1961. A quorum of the membership present.

The membership received a new draft of a 1961 Statement of Commitment, Concern, and Resolution, (Appendix II), presented by George Culberson for the Resolutions Committee. The Statement was adopted in principle, and the Board of Directors was instructed to edit the final version for public release. The membership also adopted the proposed resolution on an Executive Order in the area of housing discrimination and, with the same instructions to the Board of Directors, directed that this resolution be conveyed to the President of the United States and released publicly.

Respectfully submitted,

JOHN V.P. LASSOE, JR.
Secretary pro tem

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NAIRO
12/61

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58 Street, New York 19, New York

STATEMENT OF COMMITMENT, CONCERN AND RESOLUTION

(Adopted by the 15th Annual Conference of the National Association of Intergroup Relations Officials, Hotel Whitcomb, San Francisco, California, November 10, 1961.)

The NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS has held its fifteenth Annual Conference in the City of San Francisco at a time when its members are acutely aware of the threat of nuclear annihilation that hangs over humanity. Irrational forces move men to deny their common bond with others and thus justify massive cruelty, oppression, and physical destruction. These forces, abetted by modern technology, have brought mankind to the edge of extinction. What we can do to reduce the volume of man's inhumanity to man, rationalized on grounds of race, religion or ethnic background, is relevant to this world crisis. How this nation deals with differences of color, creed, and custom will shape the future of free institutions here, and may determine it everywhere.

We dedicate ourselves anew to the goal of a free and democratic society in which each child has equal opportunity to learn and to develop his talents to the fullest; in which no person is denied the job for which he is fitted or the housing of his choice because of artificial distinctions; in which diversity of origin or religious belief is viewed as cause for pleasure rather than prejudice; in which unresolved intergroup differences are freely discussed in an atmosphere of mutual respect; in which the door of the voting place and the path to public office are open to all who are fully qualified -- in short, a society in which each individual is accorded a full and equal measure of human dignity.

Intergroup relations workers have a special duty to consider the causes as well as the consequences of injustice; to resist the lure of both special pleading and callousness; to keep always a deep concern for individuals and to channel this into effective action; to guard against the decline in zeal and performance that can stem from routinization and frustration. We accept this responsibility.

We commit ourselves to the development and maintenance of objective standards of excellence in intergroup relations work; to the continuing search for more effective techniques of intergroup adjustment; to the rigorous study and honest self-criticism needed to bring our young profession to maturity; to the nurture of standards of ethical conduct and professional integrity befitting work that bears so heavily on the conscience of the nation.

We recognize and applaud:

. . . . . the affirmative leadership of President John F. Kennedy in the area of intergroup relations, as exemplified by the establishment of the President's Committee on Equal Employment Opportunity, with new powers, positive direction, and continuing Administration support; by the forthright exercise of executive responsibility in crisis situations and in direct appeals to the best that is in our people; and by a succession of appointments to sensitive posts that demonstrate a commitment to equal opportunity and a recognition of untapped capabilities.

. . . . . the dramatic and courageous action of the "freedom riders" and "sit-in" demonstrators which have given inescapable evidence of the active concern of individuals of all races, focused national attention on the continuing problem of segrega-

tion in public places, and thus quickened the national conscience.

. . . . . the passage of fair housing practices legislation by nine states and three cities, covering the sale or rental of residential housing accommodations and barring discrimination by owners and persons in the real estate industry, salutary measures that provide practical tools in the effort to secure equal opportunity in housing and also attest to governmental concern and responsibility in this area.

. . . . . The evidence of leadership by an increasingly larger number of governors, mayors, and other elected officials in the battle to secure and protest equal citizenship rights of all of our people, regardless of race, religion or national origin.

. . . . . the evidence of a considerable improvement in interreligious concerns and understanding, as exemplified by the development of what has come to be called "the dialogue": the effort of laymen and clergy of the various faiths to explore mutually positions and attitudes that are at variance, eliminating unreal differences and understanding those undergirded by religious conviction and conscience; to clarify issues; and to search for workable modes of accommodation, all in an atmosphere of respect and confidence.

. . . . . the proof offered by the cities of Atlanta and Dallas that strong and unswerving leadership by government officials, firm and efficient action by police and school authorities, concerted efforts by citizens of good-will, and vigorous activity on the part of intergroup relations and other civic organizations can combine to produce peaceful desegregation in Southern communities.

At the same time, we note with grave concern that:

. . . . . the rate of progress in school desegregation is hopelessly slow everywhere in the country, with "token integration" the order of the day in most of the Southern states and de facto segregation of schools more often the rule than the exception in the North.

. . . . . the blighted ghettoes continue to flourish at the heart of our great cities, while the all-white suburbs mushroom on their fringes; . . . . . while urban renewal is reclaiming some of the blighted central areas, it is generally at the expense of low-income minorities, displaced abruptly and relocated indifferently if at all; . . . . an all-out national effort to insure equal opportunity in housing has not yet been initiated through the long-awaited Executive Order.

. . . . . in spite of fair employment legislation at the state and municipal levels, the opening up of new opportunities for qualified minority group individuals has been painfully inadequate and slow; . . . . the individual complaint approach has been unable to cope with the traditional discriminatory patterns developed over long years of neglect.

. . . . . the right to register and vote as free Americans is still restricted in many areas by recalcitrant registrars and by threats of economic reprisal; . . . . . the effects of disenfranchisement over the years has led to a conditioned apathy on the part of many Negroes, further impeding progress in securing these rights.

. . . . . the principle of equality of opportunity in the use of places of public accommodation and the services of places of business has not yet been firmly established in many sections of our country, and has not even been carried out uniformly in communities and states which have written this public policy into law.

. . . . . there is marked inequality in the administration of justice; . . . . . equal protection under the law has not yet been achieved; . . . . . continuing differences in the treatment of minorities by police, biased juries, and "kangaroo" courts, are serving to increase frustrations, intensify police-community tensions, and compound very real problems.

. . . . . despite the undeniable improvement in interreligious concerns, there is still considerable danger of grave injury to our society from deep religious tensions related to the current controversy over Federal aid to education. Unless religious leaders and groups within the religious communities approach this issue in a spirit of understanding and reserve, and with determination to contain the conflict, we fear that our national unity could suffer a serious blow. There is yet need for new approaches if we are to move adequately and competently in coping with the interreligious aspects of this controversy.

. . . . . burgeoning extremist and reactionary groups, feeding on the frustrations of the disadvantaged and the frightened, are threatening the very foundations of our democratic heritage and are serving as purveyors of prejudice and hate.

. . . . . discriminatory treatment of non-white diplomats and non-white foreign students and visitors, grim reminders of the daily indignities endured by colored Americans, has highlighted the inescapable link between our intergroup practices at home and the nation's prestige abroad.

. . . . . in the long run, all of our efforts to make democracy work at home will come to naught unless a peaceful solution of the world crisis is achieved.

We do hereby resolve:

. . . . . that the Board of Directors of the National Association of Intergoup Relations Officials is authorized and directed to take immediate steps to communicate our concerns to all responsible officials, organizations, and agencies, as well as to the general public.

. . . . . that the following statement shall be sent to the President of the United States: "The National Association of Intergroup Relations Officials, in meeting assembled on November 10, 1961, in San Francisco, gives whole-hearted approval and support to your announced intention of issuing a broad directive covering the field of housing discrimination. We approve the recommendation of the Civil Rights Commission that an Executive Order be issued to cover this problem. We respectfully urge that this action be taken at the earliest possible moment because the Federal Government is a major force in the housing field and can do much to end the biased practices of lending agencies, developers, public housing authorities, and local urban renewal programs."

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

BOARD OF DIRECTORS MEETING
San Francisco, California
November 10-11, 1961

MINUTES

Present: Lloyd Davis, presiding; John Binkley, Frances Cousens, Abraham Citron, George Grier, Garnet Guild, K.C. Jones, Jr., John McDermott, John Morsell, Paul Rilling, Frederick Routh, Abbot Rosen, Edward Rutledge, Gregory Shinert, Percy Williams, John Yoshino.

Others: George Culberson, Maurice Fagan, John McKnight, Roger Nathan, John Lassoe.

In a brief orientation of new Board members, the President suggested among other points that Board meeting sites be chosen with a view to developing membership and building a public image, that the Board consider issuing a public statement on some important substantive issue at each Board meeting, and that local Chapters be urged to utilize individual Board members in town for Board meetings.

I. The Board confirmed the appointment of A. Abbot Rosen as Legal Counsel (Davis-McDermott, CARRIED) and voted special commendation of the retiring Counsel, Theodore Leskes, for long service and rich contributions of time and leadership, in this and other NAIRO posts. (Cousens-McDermott, CARRIED).

II. The Board approved the text of a telegram to President John F. Kennedy, urging prompt issuance of an Executive Order on housing discrimination (Jones-Rutledge, CARRIED), and authorized its release to the press (Jones-Rosen, CARRIED). It also directed that the revised Statement of Commitment, Concern, and Resolution, as further refined by George Culberson, John McDermott, and Frederick Routh, be released to the press (Jones-Binkley, CARRIED, Rutledge dissenting).

III. The President announced the appointment of the following Special Presidential Assistants, to advise and aid him in the categories noted:

David Cohen (administration)
John Riordan (Washington liaison)
Louis Mason (NAIRO Regions)
John Delury (press relations)
James Q. Wilson (long-range program)
Maurice Fagan (NAIRO Commissions)
Alexander Miller (NAIRO Chapters)

IV. The Board confirmed the appointment of Abraham Citron as Membership Committee chairman (Routh-Binkley, CARRIED) and commended the retiring chairman, John Yoshino, for his service during the past year. The Membership Chairman was directed to review and reevaluate the present membership categories, and to report back to the Board with any recommendations for change, at the next meeting (Cousens-Rutledge, CARRIED).

V. The Board confirmed the following appointments to Committee chairmanships:

The Prefession and the Professional Worker - Marshall Bragdon
Professional Standards (Subcomm.) - Alexander J. Allen
Professional Ethics & Security (Subcomm.) - Saal Lesser
Professional & Educational Training (Subcomm.) - Burton Gordin
(Jones-Morsell, CARRIED)

Panel on Professional Integrity - John McKnight (Jones-McDermott)
Financial Development - Roland Sawyer (Rutledge-McDermott)
Sponsors - Roger Nathan, as Secretary-Coordinator (Jones-Routh)
Life Membership - Eleanor Dungan (Jones-Routh)
Development Fund - Frederick Routh (Rutledge-Jones)
Public Policy - George Culberson (Rosen-Routh)
Public Relations - Alan Reitman (Rutledge-Jones)
Special Interdepartmental - David Danzig (Routh-Jones)
Interprofessional Relations - John Slawson (Routh-Rutledge)
International Relations - Frank Loescher (Rutledge-Routh)

There was consensus that the post of chairman of the International Exchange Committee be left unfilled temporarily, pending development of negotiations with the International Cooperation Administration and the National Association of Foreign Student Advisors on specific projects.

VI. The Board confirmed the following appointments to Commission chairmanships:

Education - H. Harry Giles (Davis-Routh)
Manpower Utilization - John Hope, II (Davis-Routh)
School Integration - Richard Plaut (Davis-Routh)
Housing and Urban Life - Edward Rutledge (Davis-Routh)
Interreligious Relations - Elmer Paul Brock (McDermott-Morsell)
Research Services - Oscar Cohen (Routh-Rutledge)

The President indicated that he had no recommendations for the chairmanships of the Commissions on Civil Rights and on Nature, Scope and Theory, and it was agreed that these would be left open temporarily.

VII. The President indicated that two Committee chairmanships were determined traditionally by related elective offices:

Finance - the Treasurer (Irving Goldaber)
Program Development - the President-elect (Edward Rutledge)

Appointment of the new incumbents was confirmed (Davis-Routh, CARRIED)

The Board authorized the President to appoint a chairman of the 1962 Nominating Committee from among the eleven elected members (Routh-Rilling, CARRIED)

VIII. The Board confirmed the new composition of the Editorial Board of the Journal of Intergroup Relations, one-third of the old members having been replaced:

Shelton Granger, Chairman	Edward G. Olsen**
Arnold Aronson**	John V.P. Lassoe, Jr.*
Helen Amerman	Theodore Leskes**
Oscar Cohen*	George Nesbitt
Lloyd Davis*	Leo Pfeffer
Olivia Filerman	Frederick Routh
Margaret Fisher**	George Schermer**
H. Harry Giles**	Milton Senn
Irving Goldaber**	Theo Shea
George Grier**	John Yoshino

(* ex officio; ** incumbent)
(Routh-Jones, CARRIED)

The President indicated that the chairman would assume responsibility for the development of broad editorial policy and that he had asked Theodore Leskes to head a subcommittee on manuscripts and content, and John Yoshino to direct circulation promotion.

IX. Reporting for the Conference Arrangements Committee, Helen Amerman announced a total Conference registration of 420, including eighteen students, and turned over to NAIRO a check for $1,373.50 covering registration fees collected. The Board tendered Miss Amerman and her co-workers, Joan Feast and Margaret Butler, a standing vote of thanks.

X. The Board adopted a plan for redistricting of the NAIRO regions developed by K.C. Jones, Jr., at the request of the President (Routh-Yoshino, CARRIED):

Northeast - Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island, New York, Puerto Rico
Middle Atlantic - Pennsylvania, New Jersey, Maryland, Delaware, District of Columbia
Middle South - Virginia, North Carolina, Kentucky, Tennessee, West Virginia
Southeast - South Carolina, Florida, Georgia, Mississippi, Alabama
Great Lakes - Ohio, Michigan, Indiana, Illinois
North Central - Minnesota, Wisconsin, Iowa, Missouri, Kansas, South Dakota, North Dakota, Nebraska
South Central - Texas, Oklahoma, Arkansas, Louisiana
Rocky Mountain - Colorado, New Mexico, Arizona, Utah, Wyoming, Montana
Southwest - California, Nevada, Hawaii
Northwest - Washington, Oregon, Idaho, Alaska

It was understood that each region bordering on Canada would include Canadian NAIRO members to its North.

There was consensus that the redistricting would have no effect on the area definitions of Chapters whose boundaries are now bisected by regional lines, i.e., Washington, D.C., and New York City Chapters.

The Board approved the following appointments of Regional Chairmen (Yoshino-Routh, CARRIED):

Northeast - Stanley Leibner
Middle Atlantic - Percy Williams
Middle South - Galen Martin
Southeast - Richard Shapiro
Great Lakes - K.C. Jones, Jr.
North Central - Gregory Shinert
South Central - Garnet Guild
Rocky Mountain - Edward Terrones
Southwest - Erwin Feiertag
Northwest - E. Shelton Hill

XI. The Board confirmed the appointment of Robert Greene as 1962 Conference Program Committee chairman (Jones-Grier, CARRIED) and authorized him to select his own committee members, in or out of Washington (Routh-Rilling, CARRIED). By consensus, it approved extension of an invitation to President Kennedy to be the Banquet speaker, directing that this be sent by the President of NAIRO on behalf of the Board.

There was discussion of the importance of retaining the bi-partisan and non-partisan aspects of NAIRO in this Conference, and it was suggested that at least one Republican of national stature (e.g. Nelson Rockefeller)

be invited at an early date. Frederick Routh suggested "The Role of Government in Intergroup Relations" as the Conference theme; Maurice Fagan suggested that this and any other Conference theme proposals be submitted to Regional and Chapter chairmen for their reactions.

XIII. Without dissenting vote, the Board elected the following members to serve with the officers on the Executive Committee (Jones-Yoshino, CARRIED):

Frederick Routh	Harold Fleming	A. Abbot Rosen

IX. The President announced the membership of the Committee on Public Policy, of which George Culberson had already been appointed as chairman:

David Danzig	John Hope, II	Edward Marciniak
Whitney Young	Jean Fairfax	Alexander Miller
John Morsell	George Schermer	James Q. Wilson
Edward Rutledge	Galen Martin	John Lassoe
Frederick Routh	Harold Felming	Lloyd Davis

The committee will have as its primary tasks the development of a draft Statement of Principles, for submission to the membership in advance of the 1962 Conference, and the continuing issuance of statements on behalf of NAIRO (developed in the context of existing Statement of Concern).

The Board instructed George Culberson to present at the next Board meeting his recommendations on role and function of the Committee on Public Policy, together with such limitations on public statement issuance as he deems advisable. (Routh-Yoshino, CARRIED)

X. The Board adopted the 1962 budget, as presented (Appendix III). (Routh-Shinert, CARRIED, Williams Dissenting). The Treasurer and Finance Committee were asked to consider means by which a cash reserve might be created.

Method of payment of life memberships was broadened to include the following options: $300 single payment; $100 annually for three years; $50 annually for six years. (Morsell-Routh, CARRIED)

The Executive Secretary was instructed to reproduce the "task force" report, Executive Responsibility in Intergroup Relations, in a printed, professionally designed pamphlet, including in it the photograph of the NAIRO delegation at the White House and the President's message of acknowledgment; the President was authorized to approve the expense of such a pamphlet. (Rutledge-Rilling, CARRIED)

XI. Discussion of the report on the role and function of the Executive Secretary, developed by John McKnight at the request of the President, brought early consensus on a shift in emphasis from internal to external interpretation of intergroup relations needs and directions, from the role of "creative implementation" to that of increasing initiation of program (without usurping the policy-making functions of the Board). A statement on the role and function of a "strong executive" contained in the McKnight report (Appendix IV) was adopted as a guideline, around which the Executive Secretary and Board members to be appointed by the President would develop a specific job description. (Rutledge-Shinert, CARRIED).

Since the title of Executive Secretary had been chosen originally to fit the role of one who would serve as a policy implementer or "servant of the Board" only, the Board authorized creation of a new title to fit the new responsibilities of the position. (Rutledge-Shinert, CARRIED). Among titles suggested were: Executive Director, Chief Executive Officer, and Executive Vice-President. John Morsell noted that it was the man, not the title, that determined the role, and suggested that retention of "Executive Secretary" not be overlooked as a possibility.

John Lassoe noted that priority had been given in the past to internal organization, service to members, recruitment of new members, and administrative duties; the same amount of time must now include such new emphases as external interpretation and program initiation. This will have its effect on the former duties, especially in terms of travel around the country.

XII. Considering the possible void created by the abolition of Departments, the Board asked Frances Cousens and Frank Fager to develop further the idea of Sections based on job responsibility rather than agency affiliation (e.g., school-community relations, public relations, law), and to present recommendations to the Board, by mail before the next meeting.

XIII. The President read a letter from Richard Kerckhoff suggesting that selected pamphlets, prepared by members of NAIRO, be published as a source of income; he offered his own services and outlined certain pamphlets that might be readied for publication. There was consensus that the history of NAIRO pamphlets did not suggest great financial returns, largely because of weak promotional channels, and that there should be no extensive venture into the pamphlet-publishing area. It was also noted that Journal article reprints offered a wide range of inexpensive pamphlets that might be offered systematically for resale.

XIV. The Board received a suggestion that an honorary membership in NAIRO be given to comedian Dick Gregory on an appropriate occasion, in recognition of his "highly professional" comments on race relations. It was agreed that such an honorary membership would not be appropriate for a professional association, especially since it would be the first ever awarded by NAIRO.

XV. The Board agreed that its next meeting would be held in late January or early February in the Northeast, the dates to be determined after a poll of Board members and the place to be determined after consultation with Chapter and Regional Chairmen. The President indicated that the Spring meeting (May or June) would be held in the Midwest, possibly in St. Louis. It was understood that the September meeting would be held in Washington, D.C.

The meeting adjourned at 1 p.m. on Saturday, November 11th.

Respectfully submitted,

FRANCES R. COUSENS
Secretary

fib
Attachments

APPENDIX III

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

1962 BUDGET

ANTICIPATED RECEIPTS, 1962

Membership Dues		$19,500.
New Members	$ 3,000.	
Renewals	15,000.	
Life Memberships	1,000.	
Assessments, 1961 (belated)	500.	
Publications		5,000.
JOURNAL	4,800.	
Others (old)	200.	
Proceeds from 1962 Conference		2,500.
Registrations	2,000.	
Local Contribs.	500.	
Sponsors of NAIRO		5,000.
Special Projects & Grants		3,900.
TOTAL:		$35,900.

ANTICIPATED EXPENDITURES, 1962

National Office		$16,440
Exec. Secy.	$10,500.	
Severance Pay Reserve	500.	
Office Secy.	4,940.	
P-T Clerical	500.	
Employee Benefits		480
Hospitaliz. Ins.	100.	
Soc. Security	320.	
Disability Ins.	60.	
Office Expenses		7,775.
Hospitality	100.	
Rent	1,500.	
Equipment	250.	
Postage	800.	
Printing	1,000.	
Telephone	950.	
Office Supplies	600.	
Travel	2,500.	
Subscriptions	25.	
Miscellaneous	50.	
President's Office		600.
Treasurer's Office		395.
Bookkeeping	300.	
Audit	50.	
Postage, Supplies	10.	
Bonding	35.	
Publications		8,500.
JOURNAL publica.	8,200	
JOURNAL promotion	300	
Promotion, Regional Chairmen		1,000.
Debt Retirement, AJC; ($1,800. over 3 years)		600.
Miscellaneous		110.
TOTAL:		$35,900.

Development Fund 500.

APPENDIX IV

ROLE & FUNCTION OF THE NAIRO EXECUTIVE SECRETARY

"What is needed is a composite of all three types. NAIRO's chief professional should function as a 'strong executive.' He should not usurp the broad policy-making functions of the board or the membership. But he should freely initiate policy proposals, give his professional view of policies proposed by others, and have considerable latitude in developing the best means of implementing policy once adopted.

"He should continuously assess the needs and opportunities of NAIRO and the field, and he should act readily on the basis of his assessments and his best judgment, within the limits of broad governing policy. The board should establish mechanisms for providing swift policy guidance and decisions when these are necessary; he should not be so limited by cumbersome organizations machinery that he cannot respond to new situations until months have elapsed. The executive should also be a public spokesman for, and interpreter of, NAIRO and the profession. He should do this as the only full-time exponent of the field, and one who has no conflicting allegiances. He should establish and maintain liaison not only with members of NAIRO, but with agencies and individuals, public and private, that want or need better understanding of NAIRO's concerns.

"My reasons for advocating so strong and comprehensive a role are these:

"The very fact that NAIRO is an organization of professionals creates a need for a strong executive. NAIRO's policy-makers all have their own organizational concerns; they cannot act and speak consistently for the whole field. Because they are members of the same profession, their disagreements are likely to be strong and technical, and their intrusions into what is properly the staff's domain are likely to be frequent. Only a strong executive can offset these liabilities.

"NAIRO needs no caretaker administration; it needs to develop more worth taking care of. It represents a relatively new and unformed profession. It is not a holding operation for an established and powerful group, but a creative force in the definition and development of a field still shrouded in condusion and subject to strong negative biases. Much of the needed creativity, 'image-making,' and innovation must originate with the executive.

"Finally, let me make it clear that I am not advocating a one-man organization. Officers, board, and members of NAIRO should be active in its affairs. But it is unlikely that they will be productively active unless they are wisely activated, and that is very largely a function of the executive. To put it another way, he should use, as well as being used by, the members and the board."

(The above quotations are taken from the "task force report" prepared by John McKnight, October 1961)

fib

NAIRO-
Misc.

MINUTES -- ORGANIZATIONAL MEETING OF ATLANTA NAIRO CHAPTER

Thursday, November 30, 1961

Present at the meeting were Mrs. Ruby Hurley, Mr. Vernon Jordan, Mr. Paul Rilling, Mr. Dick Shapiro, Mr. Hubert Jackson, Mrs. Frances Pauley, Mr. Joseph Gross, Mr. Adolph Botnick, Mr. Dunbar Reid, and Miss Constance Curry, and Mr. Cowart.

Mr. Paul Rilling reviewed the developments leading to the establishment of the Atlanta Chapter of NAIRO and announced that with the approval of the Charter at the San Francisco meeting of NAIRO, the group in Atlanta was now an official chapter. He also announced that Mr. Richard Shapiro had been named as the new regional chairman of NAIRO and asked him to chair the rest of the meeting.

The first order of business was outlining the procedure for the election of officers for the Atlanta chapter. Mrs. Ruby Hurley, Miss Constance Curry and Mr. Charles Wittenstein were appointed as members of the Nominating Committee, and Mrs. Hurley was asked to call a meeting of this committee to draw up a slate of proposed officers to be submitted to the next meeting of the Chapter.

Mr. Rilling then brought up the subject of a regional conference in the Southeast. He reported that conferences had been held in the past in the Middle South Region and in the Southwest and said that the National Office of NAIRO would like to see regional conferences take place annually. The group discussed the possibilities of such a conference and exactly what might be accomplished, and the question was raised as to whether the Atlanta group needs to become more firmly established itself before further discussion of a regional conference. Mr. Gross, Mr. Rilling, Mr. Jackson and Miss Gardner were appointed to a committee to discuss the goals and program of the local group, which might include the conference. This committee is to report back to the next meeting.

It was suggested that the question of local dues be raised at a later date. It was also suggested that copies of the Chapter's Constitution and by-laws be sent to members before the next meeting and that a report from the program committee mentioned above also be sent, if such a report is ready.

The next meeting of the Atlanta Chapter will be at 12:15, on Wednesday, January 17, 1962, at the Southern Regional Council Office.

Respectfully submitted,
Constance Curry

NAIRO - Misc,

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

PRESIDENT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

PRESIDENT-ELECT
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York

VICE-PRESIDENTS
FRANCES LEVENSON
National Committee Against Discrimination in Housing
New York, New York
JOHN A. MORSELL
N.A.A.C.P.
New York, New York

SECRETARY
FRANCES R. COUSENS
Fair Employment Practices Commission
Detroit, Michigan

TREASURER
IRVING GOLDABER
Commission on Intergroup Relations
New York, New York

BOARD OF DIRECTORS
(In addition to the officers)
EDWIN C. BERRY
Urban League
Chicago, Illinois
JOHN BINKLEY
President's Committee on Equal Employment Opportunity
Washington, D. C.
WILL D. CAMPBELL
Department of Racial and Cultural Relations, National Council of Churches
Nashville, Tennessee
**ABRAHAM F. CITRON
Jewish Community Council
Detroit, Michigan
DENNIS J. CLARK
Commission on Human Relations
Philadelphia, Pennsylvania
*ERWIN L. FEIERTAG
American Jewish Committee
Los Angeles, California
HAROLD FLEMING
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Washington, D. C.
GEORGE GRIER
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Washington, D. C.
*GARNET GUILD
American Friends Service Committee
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State Board Against Discrimination
Olympia, Washington
*E. SHELTON HILL
Urban League
Portland, Oregon
*K. C. JONES, JR.
Community Relations Board
Cleveland, Ohio
*STANLEY LEIBNER
State Commission Against Discrimination
New York, New York
*GALEN MARTIN
Commission on Human Rights
Frankfort, Kentucky
LOUIS MASON, JR.
Commission on Human Relations
Pittsburgh, Pennsylvania
JOHN A. MC DERMOTT
Catholic Interracial Council
Chicago, Illinois
ALAN REITMAN
American Civil Liberties Union
New York, New York
PAUL RILLING
Southern Regional Council
Atlanta, Georgia
***A. ABBOT ROSEN
Anti-Defamation League
Chicago, Illinois
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan
*RICHARD SHAPIRO
Anti-Defamation League
Atlanta, Georgia
*GREGORY E. SHINERT
Missouri Commission on Human Rights
Jefferson City, Missouri
*EDWARD TERRONES
Anti-Discrimination Commission
Denver, Colorado
*PERCY H. WILLIAMS, JR.
President's Committee on Equal Employment Opportunity
Washington, D. C.
JOHN Y. YOSHINO
President's Committee on Equal Employment Opportunity
Washington, D. C.
*NAIRO Regional Chairmen
**Membership Chairman
***Legal Counsel

EXECUTIVE DIRECTOR
JOHN V. P. LASSOE, JR.

20 December 1961

TO: All Members of NAIRO
FROM: John Lassoe, Jr., Executive Director
SUBJECT: Actions of the Fifteenth Annual Conference

NAIRO's four-day annual meeting was held at the Hotel Whitcomb in San Francisco on November 7-10, 1961, with 420 persons in attendance. Among official actions taken by the members or reported to them:

1) Statement of Commitment, Concern and Resolution

Adopted in principle by the body, this was referred to the Board of Directors for editing. The attached copy, which represents the final and official version, may be released to the press and should be disseminated as widely as possible.

2) Election of Officers, Directors, Nominating Committee

The following results in the 1961 mail ballot election were reported by the Tellers' Committee (K.C. Jones, Jr.; Lloyd Davis, and John Lassoe): President-elect, Edward Rutledge; Vice-Presidents, Frances Levenson, John A. Morsell; Secretary, Frances Cousens; Treasurer, Irving Goldaber; Directors (1961-1964): the Rev. Will D. Campbell, Dennis Clark, George Grier, Louis Mason, Jr., John McDermott, Paul Rilling; Nominating Committee, 1962: Harold Lett, chairman; Helen Amerman, Marshall Bragdon, George Culberson, Maurice Fagan, Burton Gordin, Ruby Hurley, Joseph Monserrat, George Nesbitt, Charles Posner, Muriel Snowden.

3) By-Laws Amendments

Without change (or dissenting vote), the members adopted the two proposed amendments to NAIRO By-Laws. One increases from eight to "no more than ten" the number of regions and regional chairmen in NAIRO's structure. The other provides for direct nomination -- on a regional basis -- of members of the Nominating Committee, a process that will be inaugurated during the election of the 1963 Nominating Committee.

4) Dues Increase

Dues of Active and Associate Members will be increased to twenty ($20) dollars, effective January 1, 1962. Results of the mail poll, announced at the Annual Meeting, were: 259 in favor, 68 opposed.

5) Conference Proceedings

The Conference Committee plans to reproduce and distribute proceedings shortly after the first of the year. All major papers and summaries of the discussion will be included.

Treasurer's Office

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building
Philadelphia 2, Pa.

BUDGET: January 1 to December 31, 1961

ANTICIPATED RECEIPTS

Membership Dues		10,000.00
New	1,500.00	
Renewal	8,500.00	
Life Memberships		1,000.00
Publications		4,750.00
JOURNAL	4,200.00	
DIRECTORY	350.00	
Other	200.00	
Proceeds from 1960 Conference		2,089.43
Registrations	1,201.00	
Return of Advance	300.00	
Balance of local contribution	588.43	
Development Fund		1,500.00
Sponsors of NAIRO (Individual Gifts)		1,000.00
Special Grants		11,241.24
A.J. Committee	1,000.00	
Other agencies	1,241.24	
McGregor Fund	5,000.00	
Other Fdtns.	4,000.00	
		31,570.67
Balance on hand 1/1/61		1,429.33
		$33,010

ANTICIPATED EXPENDITURES

National Office:		
Salaries		15,160
Exec. Secy.	10,000	
Office Secy.	4,660	
P-T Clerical	500	
Employee Benefits		480
Hospitalization	100	
Soc. Security	320	
Disability Ins.	60	
Office Expenses		7,975
Hospitality	100	
Rent	1,500	
Equipment	250	
Postage	1,200	
Printing	1,000	
Telephone	750	
Ofc. Supplies	600	
Travel	2,500	
Subscriptions	25	
Miscellaneous	50	
President's Office:		100
Treasurer's Office:		395
Bookkeeping	300	
Audit	50	
Postage, Supplies	10	
Bonding	35	
Publications		7,800
JOURNAL (4)	7,500	
Promotion	300	
Promotion		
Regional Chairmen		400
Miscellaneous		100
Debt Retirement		
AJC-$1,800 over 3 years		600
		$33,010

NAIRO - Gen

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

1962 CONFERENCE PROGRAM COMMITTEE

TO: National Program Committee Members
Regional Chairmen
Chapter Chairmen

FROM: Robert J. Greene, Program Chairman

SUBJ: SUGGESTIONS FOR 1962 CONFERENCE THEMES

DATE: December 14, 1961

The 1962 NAIRO Conference, our sixteenth annual meeting, will take place at the Sheraton Park Hotel in Washington from November 28 - December 1. (It's not too early to enter the date on your calendar). Those of us who have some responsibility in connection with the conference have "high hopes" that this gathering will achieve new heights for a NAIRO confab, however awesome the standards set by our confreres and former hosts around the country.

Certainly, early indications are that it will be the biggest NAIRO meeting ever held! With your help perhaps it will also be the best! For if we are to accomplish our purpose of providing new insights and growth - opportunities for the member-participant which he can later apply (not to mention NAIRO-like conviviality), we must begin to plan forthwith.

Therefore this is to request that you cogitate (chapter chairmen who have meetings in the next four weeks: please share this missive with your membership) and let us have your best thought on what the theme ought be for the 1962 Conference. What single concept if any should pervade the Conference program? Where shall we place the emphasis in our planning?

Suggestions will be gratefully received and shared with the program committee. As it is said, "this offer expires on January 12, 1962". Mail your comments before then to:

Robert J. Greene - NAIRO Conference Program Chairman
Room 805, 1012-14th Street, N.W.
Washington 5, D.C.

Sincerely and fraternally,

Bob

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street New York 19, New York

1961 MEMBERSHIP ROSTER SUPPLEMENT

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Revised: December 15, 1961
Frankye I. Brown
NAIRO National Office

Lloyd Davis
President

John V.P. Lassoe, Jr.
Executive Director

Abraham Citron
Membership Chairman

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

1961 LEADERSHIP LIST
(Revised: December, 1961)

OFFICERS & DIRECTORS

OFFICERS:

PRESIDENT:	Lloyd Davis
PRESIDENT-ELECT:	Edward I. Rutledge
VICE-PRESIDENTS:	Frances Levenson
	John A. Morsell
SECRETARY:	Frances R. Cousens
TREASURER:	Irving Goldaber

EXECUTIVE COMMITTEE:

THE OFFICERS
plus

Harold C. Fleming
A. Abbot Rosen
Frederick B. Routh

BOARD OF DIRECTORS:

The Officers (listed above)
and

Edwin C. Berry
John I. Binkley
Will D. Campbell
Abraham F. Citron**
J. Dennis Clark
Erwin L. Feiertag*
Harold C. Fleming
George W. Grier
Garnet Guild*
Malcolm B. Higgins
E. Shelton Hill*
K.C. Jones, Jr.*
Stanley Leibner*
John A. McDermott
Galen A. Martin*
Louis Mason, Jr.
Alan Reitman
Paul M. Rilling
A. Abbot Rosen***
Frederick B. Routh
Richard Shapiro*
Gregory E. Shinert*
Edward Terrones*
Percy H. Williams, Jr.*
John Y. Yoshino

(Asterisk * - Regional Chairmen - on Board by virtue of office)
(Asterisk ** - Membership Chairman - ex-officio on Board)
(Asterisk *** - Legal Counsel - ex-officio on Board*

COMMISSIONS:

CIVIL RIGHTS:	- - - - -
EDUCATION:	H. Harry Giles
HOUSING & URBAN DEVELOPMENT:	Edward I. Rutledge
INTERRELIGIOUS RELATIONS:	Elmer P. Brock
MANPOWER UTILIZATION:	John Hope, II
RESEARCH SERVICES:	Oscar Cohen
SCHOOL INTEGRATION:	Richard L. Plaut

MEMBERSHIP ROSTER - Leadership List Supplement

COMMITTEES:

CONFERENCE (Arrangements):	- - - - - - - - - - -
CONFERENCE (Program):	Robert J. Greene
FINANCE:	Irving Goldaber
INTERNATIONAL EXCHANGE:	- - - - - - - - - - -
INTERNATIONAL RELATIONS:	Frank Loescher
INTERPROFESSIONAL RELATIONS:	John Slawson
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NOMINATING:	Harold A. Lett
PANEL ON PROFESSIONAL INTEGRITY	John L. McKnight
RESOLUTIONS:	- - - - - - - - - - -
SPECIAL INTERDEPARTMENTAL:	David Danzig

THE PROFESSION & THE PROFESSIONAL . . . Marshall Bragdon, Chairman
Sub-committee on Professional Standards . . Alexander J. Allen
Sub-committee on Ethics & Security . . . . .Saal Lesser
Sub-committee on Educational & Professional Training .. Burton I. Gordin

OTHERS:
Financial Development . . . . . Roland Sawyer
Program Development . . . . . Edward Rutledge
Public Policy . . . . . George W. Culberson
Public Relations . . . . . Alan Reitman
Sponsors . . . . . Roger Nathan
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Development Fund . . . . . Frederick B. Routh

Presidential Assistants:
David R. Cohen
James Wilson
John Riordan
Maurice Fagan
Louis Mason, Jr.
Alexander Miller
John Delury

OBSERVER TO UNITED NATIONS: - - - - -

LEGAL COUNSEL: A. Abbot Rosen

JOURNAL OF INTERGROUP RELATIONS:
Editor - Samuel Spiegler
Chairman - Editorial Board:
Shelton Granger
Chairman - Circulation Sub-committee:
John Y. Yoshino
Chairman - Sub-committee on Manuscripts:
Theodore Leskes

REGIONS:

(NOTE: There are now 10 regions - in place of the original 8 - as follows:)

GREAT LAKES (Illinois, Indiana, Michigan, Ohio) - K.C. Jones, Jr.
MIDDLE ATLANTIC (Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania) Percy H. Williams, Jr.
MIDDLE SOUTH (Kentucky, North Carolina, Tennessee, Virginia, West Virginia) Galen Martin
NORTH CENTRAL (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin) - Gregory Shinert
NORTHEAST (Connecticut, Maine, Massachusetts, New Hampshire, New York, Puerto Rico, Rhode Island, Vermont) - Stanley Leibner
NORTH WEST (Alaska, Idaho, Oregon, Washington) - E. Shelton Hill
ROCKY MOUNTAIN (Arizona, Colorado, Montana, New Mexico, Utah, Wyoming) - Edward Terrones

MEMBERSHIP ROSTER - Leadership List Supplement

REGIONS:

SOUTH CENTRAL (Arkansas, Louisiana, Oklahoma, Texas) - Garnet Guild
SOUTHEAST (Alabama, Florida, Georgia, Mississippi, South Carolina) Richard Shapiro
SOUTHWEST (California, Hawaii, Nevada) - Ervin Feiertag

(NOTE: Members in the Canadian Provinces are placed in the region nearest their locations).

LOCAL NAIRO CHAPTERS

(Listed in the order in which they were chartered):

NAME OF CHAPTER	CHAPTER CHAIRMAN (check Roster for addresses of these):
Greater Philadelphia Area	Mr. J. Dennis Clark
New York Metropolitan Area	Mr. Samuel Spiegler
Greater Chicago Metropolitan Area	Mr. John L. McKnight
Detroit & Michigan	Mr. Walter Greene, Jr.
Minnesota	Mr. Monroe Schlactus
Metropolitan Washington	Mr. Robert J. Greene
Northern California	Miss Joan C. Feast
Metropolitan Pittsburgh	Mr. Michel G. Iskander
Cleveland Area	Mr. Shelton Granger
Southern California	Mr. John A. Buggs
Greater Atlanta (Ga.) Metropolitan Area	(contact Regional Chairman - Richard Shapiro)

NATIONAL OFFICE STAFF:

John V.P. Lassoe, Jr.
EXECUTIVE DIRECTOR

Frankye I. Brown
OFFICE SECRETARY

GREAT LAKES REGION
(Illinois, Indiana, Michigan, Ohio)
Total Membership: 2 0 9
K.C. Jones, Jr. - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mr. Robert H. Atwood
6027 Kimbark
Chicago 37, Illinois
(Exec. Director - The Englewood Committee for Community Action)

Mr. Harold Baron
Chicago Urban League
2410 S. Michigan
Chicago 16, Illinois

Miss Mary E. Brand
Executive Secretary
Human Relations Program
Detroit Public Schools
Schools-Center Building
5057 Woodward Avenue
Detroit 2, Michigan

Mr. William G. Caples
Vice President
Inland Steel Company
30 West Monroe Street
Chicago 3, Illinois

Mr. Wesley T. Cobb
Chicago Urban League
2410 S. Michigan
Chicago 16, Illinois

Miss Olga Corey
Chicago Urban League
2410 S. Michigan
Chicago 16, Illinois

Mr. Alfred E. Cowles
Executive Director
Human Relations Commission
City Hall Annex
Grand Rapids, Michigan

Miss Bettie Jayne Everett
Chicago Urban League
2410 S. Michigan
Chicago 16, Illinois

Dr. Norman Glick
1137 Cleveland Street
Evanston, Illinois
(President - Evanston Human Relations Council)

Mr. Robert Gordon
Indiana Regional Director
Anti-Defamation League of B'nai B'rith
108 E. Washington Street, Suite 1402
Indianapolis 4, Indiana

Miss Flo Gould
Coordinator of Admissions to Services
The Merrill-Palmer Institute
71 E. Ferry Avenue
Detroit 3, Michigan

Mr. Rollin P. Greene
Vocational Counselor
Department of Corrections, R.D.C.
State Prison of Southern Michigan
4000 Cooper Street
Jackson, Michigan

Mrs. Lolette C. Hanserd
Associate Executive Secretary
Group Work Council
Welfare Federation of Cleveland
1001 Huron Road
Cleveland 15, Ohio

Dr. Ronald W. Haughton
Co-director - Institute of Labor & Industrial Relations - University of Michigan - Wayne State University
Student Center Building
Detroit 2, Michigan

Mrs. Willard C. Heiss
Research Assistant
Indiana Civil Rights Commission
1004 State Office Building
100 N. Senate
Indianapolis 4, Indiana

Great Lakes Region - continued

Dr. Angus C. Hull
Executive Secretary
The Cleveland Baptist Association
2246 Euclid Avenue
Cleveland 15, Ohio

Mr. Arthur F. Hull, Jr.
6146 Hedge Avenue
Cincinnati 13, Ohio

Dr. Shmarya Kleinman
17556 Wildemere
Detroit 21, Michigan
(Chairman - Bd. of Directors - Jewish Labor Committee)

Mr. Julian Klugman
Executive Director
Independent Voters of Illinois
64 E. Van Buren
Chicago 5, Illinois

Mr. Frayser T. Lane
Chicago Urban League
2410 S. Michigan
Chicago 16, Illinois

Mr. Warren W. Lehman
Chicago Urban League
2410 S. Michigan
Chicago 16, Illinois

Mr. Roger W. Nathan
Executive Director
Illinois Commission on Human Relations
160 N. LaSalle Street
Chicago 1, Illinois

Miss Margaret C. Roach
Assistant to Director
Catholic Interracial Council
21 W. Superior Street
Chicago 10, Illinois

Mr. Duane L. Roberts
Secretary - Kalamazoo Chapter
N A A C P
126 W. Bush Street
Kalamazoo, Michigan

Mr. Elmer A. Scudder
245 N. Wood Street
Battle Creek, Michigan
(Secretary - Battle Creek Council on Human Relations)

Mr. G. Nelson Smith
Executive Secretary
Human Relations Commission
Saginaw, Michigan

Rev. Douglas M. Still
Executive Secretary
Department of Social Welfare
Church Federation of Greater Chicago
116 S. Michigan Avenue
Chicago 3, Illinois

Mr. George E. Thomas
Business Manager, Lo. 245, I.B.E.W.
912 Adams Street
Toledo 2, Ohio

Dr. Dennis L. Trueblood
1405 W. Freeman
Carbondale, Illinois
(Assoc. Prof. of Higher Education - Southern Illinois University)

Mr. Alvin E. Wesley
Community Relations Representative
Mayor's Friendly Relations Committee
105 City Hall
Cincinnati 6, Ohio

Mrs. Joseph Whelan
1360 Oxford Road
Grosse Pointe Woods 36, Michigan

MIDDLE ATLANTIC REGION
(Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania)
Total Membership: 2 0 9
Percy Williams, Jr. - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mr. B.M. Coopersmith
Director - Anti-Defamation League
225 South 15th Street
Philadelphia 2, Pa.

Mr. George W. Dorsey
2338 14th Street, N.E.
Washington 18, D.C.
(Deputy Nondiscrimination Officer
General Services Administration)

The Honorable John B. Duncan
Recorder of Deeds, D.C.
6th & D Streets, N.W.
Washington 1, D. C.

Mr. Lawrence Duncan
Relocation Adviser
828 Urban Renewal Administration
Washington 25, D. C.

Miss Alice Dunnigan
1462 Ogden Street, N.W.
Washington 10, D. C.
(Pres. Committee on Eq. Employment
Opportunity)

Mr. J. Arnold Feldman
Executive Director
American Veterans Committee
1830 Jefferson Place, N.W.
Washington 6, D. C.

Mr. Herbert J. Graham
2019 Keith Road
Abington, Pennsylvania
(Commissioner - Commission on Human Relas.)

Mr. Charles J. Hayes
Research Assistant
Mayor's Commission on Group Relations
City Hall

Miss Mary Anne Jennings
Information Officer
Pittsburgh Commission on Human Relations
518 City-County Building
Pittsburgh 19, Pa.

Mr. Leonard L. Karter
Field Representative
Pittsburgh Commission on Human Relations
518 City-County Building
Pittsburgh 19, Pa.

Mr. John T. Kehoe
Administrative Assistant to
U.S. Congressman George P. Miller
House of Representatives
Room 506 House Office Building
Washington 25, D. C.

Mr. Owen P. Kiely
Pa. Commission on Human Relations
1401 Labor & Industry Building
7th and Forster Streets
Harrisburg, Pennsylvania

The Honorable William S. Moorhead, Jr.
U.S. Representative
United States Congress
Room 718, New Federal Building
Pittsburgh 19, Pa.

Mr. Warren L. Swartzbeck
4361 Somerton Road
Trevose, Pennsylvania
(Controller - Modern Community Developers)

Mr. Hobart Taylor
Special Counsel
President's Committee on Equal Employment
Opportunity
Washington 25, D. C.

Middle Atlantic Region - continued

Miss Gwendolyn Tise
4700 Connecticut Avenue, N.W.
Washington 8, D. C.
(Employment Analyst - President's Committee on Equal Employment Opportunity)

Dr. A. Dudley Ward
General Secretary - Division of Human Relations & Economic Affairs
General Board of Christian Social Concerns of the Methodist Church
100 Maryland Avenue, N.E.
Washington 2, D. C.

- STUDENTS -

Mr. John C. Cratsley
Swarthmore College
Swarthmore, Pennsylvania

Mr. W. John Hannigan
419 N. Neville Street
Pittsburgh 13, Pa.

Miss Marian Anne Gray
1511 N. 16th Street
Philadelphia 21, Pa.

Miss Caroline S. Hodges
Swarthmore College
Swarthmore, Pa.

Mr. William H. Moyer
759 N. 26th Street
Philadelphia 30, Pa.

MIDDLE SOUTH REGION
(Kentucky, North Carolina, Tennessee, Virginia, West Virginia)
Total Membership: 2 8
Galen Martin - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mr. Reuben A. Clay
Intergroup Relations Advisor
Federal Housing Administration
900 N. Lombardy Street
Richmond 20, Virginia

Mr. Thomas W. Gavett
Chairman - West Virginia Human Rights Commission - Institute of Industrial Relations - West Virginia University
Morgantown, West Virginia

Dr. Lewis W. Jones
Special Project Director
Race Relations Department - A.M.A.
Fisk University
Nashville 8, Tennessee

Mr. Ward McCreedy
2158 N. Stafford
Arlington 7, Virginia
(Pres. Committee on Equal Employment Opportunity - Director of Field Activities)

Mr. John D. McCully
5101 8th Road South, Apt. 301
Arlington 4, Virginia
(Director of Information - Pres. Committee on Equal Employment Opportunity)

Mrs. Ralph J. Temple
635 Arlington Village
Arlington 4, Virginia
(Statistician - Pres. Committee on Equal Employment Opportunity)

STUDENT:

Mr. Ezekiel William Martin
Livingstone College
Harris Hall
Salisbury, North Carolina

- -

NORTH CENTRAL REGION
(Iowa, Kansas, Minnesota, Missouri,
Nebraska, North Dakota, South Dakota, Wisconsin)
Total Membership: 4 1
Gregory Shinert - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mr. Homer C. Floyd
Field Representative
Kansas Commission on Civil Rights
State Office Building
Topeka, Kansas

NORTHEAST REGION
(Connecticut, Maine, Massachusetts, New Hampshire,
New York, Puerto Rico, Rhode Island, Vermont)
Total Membership: 1 8 5
Stanley Leibner - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mrs. William O. Divers
State Commission Against Discrimination
270 Broadway
New York 7, New York

Mr. Richard D. Ford, Jr.
769 St. Marks Avenue
Apartment 627
Brooklyn 13, New York
(State Commission Against Discrimination)

The Honorable Edward J. McCormack, Jr.
Attorney General of Massachusetts
Commonwealth of Massachusetts
State House
Boston, Massachusetts

Mr. Kermit C. Morrissey
Director - Florina Lasker Program in
Civil Liberties & Civil Rights
Brandeis University
South Street
Waltham 54, Massachusetts

NORTH WEST REGION
(Alaska, Idaho, Oregon, Washington)
Total Membership: 11
E. Shelton Hill - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mr. Russell A. Peyton
Civil Rights Division
Bureau of Labor
1216 S.W. Hall Street
Portland 1, Oregon

- -

ROCKY MOUNTAIN REGION
(Arizona, Colorado, Montana, New Mexico, Utah, Wyoming)
Total Membership: 1 3
Edward Terrones - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Captain Servando J. Velarde, Jr.
United States Air Force
Department of Foreign Languages
U.S. Air Force Academy
Colorado

STUDENT:

Mr. Glenn Lovin
2980 East College Avenue
Boulder, Colorado

- -

SOUTH CENTRAL REGION
(Arkansas, Louisiana, Oklahoma, Texas)
Total Membership: 2 1
Garnet Guild - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mrs. F.B. Arnold
219 Linwood Court
Little Rock, Arkansas

Mr. Henry A. Cabirac, Jr.
Executive Director - Southern Field Office - Natl. Catholic Conference for Interracial Justice
1046 Baronne Street, Suite 2
New Orleans 13, Louisiana

Mr. Harold A. Odom
Intergroup Relations Officer - F.H.A.
300 W. Vickery Blvd., Room 2072
Fort Worth 4, Texas

Mr. Ozell Sutton
Associate Director - Arkansas Council on Human Relations - 1220 West Capitol
Little Rock, Arkansas

The Rev. John A. Wagner
Executive Secretary
Bishops' Committee for the Spanish Speaking
828 Fredericksburg Road
San Antonio 1, Texas

Mr. Stephen G. Wilson
3610 Robinhood
Houston 5, Texas
(AFSC - Director, Employment on Merit)

SOUTHEAST REGION
(Alabama, Florida, Georgia, Mississippi, South Carolina)
Total Membership: 3 0
Richard Shapiro - Regional Chairman

NOTE: Please transfer from July 1961 Membership Roster the names of members whose addresses are in the above states and add the following:

Mr. Adolph I. Botnick
2427-B Morosgo Court, N.E.
Atlanta 5, Georgia
(Community Consultant - Anti-Defamation League)

Dr. C. Eric Lincoln
Administrative Assistant to the Pres. and Professor of Social Philosophy
Clark College
240 Chestnut Street, S. W.
Atlanta, Georgia

Mrs. Eliza K. Paschall
Executive Director
Gr. Atlanta Council on Human Relations
41 Exchange Place, S.E.
Atlanta 3, Georgia

Mr. Robert W. Saunders
Field Secretary
N A A C P
3903 Palmetto Street
Tampa 7, Florida

- - - -

Southwest Region continued

Mr. Frederic R. Gunsky
Education Officer - Calif. F E P
455 Golden Gate Avenue
San Francisco 2, California

Mr. William O. Gutierrez
L.A. County Commission on Human Relas.
220 N. Broadway
Los Angeles 12, California

Mrs. Aileen Hernandez
4541 Gateside Drive
Los Angeles 32, Calif.
(Minority & Labor Adviser - Campaign Division - Office of Comptroller)

Miss Evelyn W. Hersey
Executive Director - International Institute of San Francisco
2209 Van Ness Avenue
San Francisco 9, California

Mr. Louis Hochberg
Youth Guidance Specialist
Neighborhood House
1707 Truman Street
Richmond, California

Mr. Clarence R. Johnson, Sr.
Intergroup Relations Officer - PHA
1360 Mission Street
San Francisco 3, California

Mr. Solomon E. Johnson
Commissioner - San Francisco Public Housing Authority
704 Market Street
San Francisco 2, California

Mr. Orville Luster
Amer. Friends Service Committee
2160 Lake Street
San Francisco 21, Calif.

Miss Mary C. McFarland
Calif. Migrant Ministry
1227 Naglee
San Jose 12, Calif.

Miss Flora Marks
National Council of Jewish Women
590 North Vermont
Los Angeles 4, California

Mr. Daniel Panger
405 Palisades Avenue
Santa Monica, California
(California F E P)

Mr. Dwight C. Ramage
L.A. County Commission on Human Relations
220 N. Broadway
Los Angeles 12, California

Mr. Gerald L. Rosen
3424 Wilshire Blvd., Suite 1124
Los Angeles 5, California
(American Jewish Committee)

Mrs. Mark Rosenzweig
470 Michigan Avenue
Berkeley 7, California
(Interracial Study Chairman - League of Women Voters)

Mr. Masao W. Satow
National Director - Japanese American Citizens League
1634 Post Street
San Francisco 15, California

Mr. Henry A. Talbert
Western Regional Director - National Urban League
5514 Hollywood Blvd.
Hollywood 28, California

Miss Martha S. Tripp
3256 North Mount Curve Avenue
Altadena, California
(Community Redevelop. Agency of L.A.)

Mr. Charles E. Wilson
Legal Counsel - F E P
455 Golden Gate Avenue
San Francisco 2, Calif.

STUDENT: Miss Robyn Brode
536 Phelan Building
760 Market Street
San Francisco 2, California

CORRECTIONS

Please correct the addresses and/or names of members as listed in the July 1961 Roster. These will be listed in Sections (I, II, etc.) alphabetically, but the regions will be noted as they are in the Roster.

SECTION I

COMMISSION ON HUMAN RELATIONS - Philadelphia, Pennsylvania (Northeast Region)

New address: 625 City Hall Annex
Philadelphia 7, Pa.

MEMBERS AFFECTED:
Miss Evelyn Blackman
Mr. Terry C. Chisholm
Mr. J. Dennis Clark
Mr. Burton I. Gordin
Mr. Lary Groth
Miss Florence Kite
Miss Martha V. Lavell
Mr. George Schermer

COMMISSION ON HUMAN RELATIONS - Chicago, Illinois (Great Lakes Region)

New address: 211 West Wacker Drive, Room 1310
Chicago 6, Illinois

MEMBERS AFFECTED:
Mr. David R. Cohen
Mr. Walter J. Ducey
Mrs. Eleanor T. Dungan
Mrs. Margaret Madden
Mr. Edward Marciniak
Mr. Douglas R. Turner

OTHERS:

Mr. Paul E. Ertel, Jr.
Chicago Commission on Human Relations
North Side Information Center
1220 W. Wilson Avenue
Chicago, Illinois

Mr. Gus A. Harvey
Chicago Commission on Human Relations
South Side Center
622 E. 63rd Street
Chicago, Illinois

REDEVELOPMENT AGENCY OF SAN JOSE, CALIFORNIA (Southwest Region)

New Address: 35 West San Carlos
San Carlos 13, California

MEMBERS AFFECTED: Miss Joan C. Feast Mrs. Margaret Newman Butler

. . . . . .

SECTION II (alphabetical listing of changes):

FROM:	TO:
Mr. Jay T. Allen Chicago, Illinois	Mr. Jay T. Allen 1516 South Delaware Mason City, Iowa

CORRECTIONS - continued

SECTION II

FROM:	TO:
Miss E. Carol Bauer Pittsburgh, Pa.	Miss E. Carol Bauer 3250 East 146th Street, Apt. 105 Cleveland 18, Ohio
Mr. Daniel A. Bowers Richmond, Va.	Mr. Daniel A. Bowers P.O. Box 667 Portsmouth, Virginia
Mr. John Constable, Jr. So. Regional Council Atlanta, Ga.	Mr. John Constable, Jr. 246 Westminister Drive, N.E. Atlanta 9, Georgia
Miss Patricia D. Cousens Ann Arbor, Michigan	Miss Patricia D. Cousens 618 Langdon, Apt. 3 Madison 5, Wisconsin
Mr. William Cousins Philadelphia, Pa.	Mr. William M. Cousins Pa. Commission on Human Relations 1401 Labor & Industry Building Harrisburg, Pa.
Mr. Dwight W. Culver West Lafayette, Indiana	Mr. Dwight W. Culver 5020 Gladstone Avenue Minneapolis 19, Minnesota
Mr. Richard K. Fox St. Paul, Minnesota	Mr. Richard K. Fox 7715 Morningside Drive, N.W. Washington 12, D. C.
Mr. Robert A. Hine Loa Angeles, Calif.	Mr. Robert A. Hine 3048 North Fair Oaks Avenue Altadena, California
Mr. Edward L. Holmgren Chicago, Illinois	Mr. Edward L. Holmgren Baltimore Neighborhoods, Inc. 10 Light Street Baltimore 2, Maryland
Mr. William A. Howes New York, New York	Mr. William A. Howes Y M C A 422 Ninth Avenue New York 1, New York
Mr. William T. Liggett St. Louis, Missouri	Mr. William T. Liggett N C C J 514 Keyser Building Baltimore 2, Maryland

CORRECTIONS - continued

SECTION II

FROM:	TO:
Mr. John A. Martin, Jr. Omaha, Nebraska	Mr. John A. Martin, Jr. Tufts University Medford, Massachusetts
Mr. George L. Roberts Kalamazoo, Michigan	Mr. George L. Roberts Chicago Commission on Human Relations 211 West Wacker Drive, Room 1310 Chicago 6, Illinois

SECTION II - A

New addresses for the following: (city and state remain same)

Mr. Harold Kramer
American Jewish Congress
714 Congress Building
Miami, Florida

Mr. Frank D. Reeves
3934 New Hampshire Avenue, N.W.
Washington, D. C.

Mrs. Jean Marie Roest
3050 Murtha Drive
San Jose 1, California

SECTION III - alphabetical listing continued

FROM:	TO:
Mrs. Thelma W. Babbitt Philadelphia, Pa.	Mrs. Thelma W. Babbitt American Friends Service Committee 345 East 46th Street New York 17, New York
Mr. William Y. Bell, Jr. Richmond, California	Mr. William Y. Bell, Jr. 640 14th Street Oakland, California
Mr. John I. Binkley Denver, Colorado	Mr. John I. Binkley Pres. Committee on Equal Employment Oppt. Washington 25, D. C.
Mr. Stanley Leibner American Jewish Congress New York, New York	Mr. Stanley Leibner State Commission Against Discrimination 270 Broadway New York 7, New York
Mr. Thomas L. Nicholas Boulder, Colorado	Mr. Thomas L. Nicholas Assoc. for Merit Employment 615 N. Alabama Street Indianapolis 4, Indiana

SECTION III - continued

FROM:	TO:
Dr. John Hope, II Nashville, Tennessee	Dr. John Hope II 719 3rd Street, S. W. Washington, D. C.
Mr. Donald Noel Ithaca, New York	Mr. Donald Noel 877 Gwinn Place Seattle 2, Washington
Mr. Edward H. Peeples, Jr. Richmond, Virginia	Mr. Edward H. Peeples, Jr. 3425 Powelton Avenue, Apt. A 7 Philadelphia 4, Pa.
Mr. Daniel Safran New York, New York	Mr. Daniel Safran 4410 Pine Street Philadelphia 4, Pa.
Miss Jean M. Angas Philadelphia, Pa.	Mrs. Willard Starks 3 Princeton Avenue Princeton, New Jersey

SECTION III - a (same city and state changes):

Mrs. Beulah Whitby Commission on Community Relations 735 Randolph Street Detroit, Michigan	Mr. Harold C. Fleming The Potomac Institute 1501 18th Street, N.W. Washington 6, D. C.
Professor C. Delisle Crawford 16176 Roselawn Avenue Detroit 21, Michigan	

. . . . . .

SECTION IV - alphabetical listing continued

FROM:	TO:
Mr. Richard A. Anderson Detroit, Michigan	Mr. Richard A. Anderson Bd. of Community Relations City Hall - 421 W. South Street Kalamazoo, Michigan
Mr. Elmer Paul Brock Wilmington, Delaware	Mr. Elmer Paul Brock Special Assistant to the Deputy Postmaster General Room 3104 Post Office Department Washington 25, D. C.
Mr. Abraham E. Knepler Bridgeport, Connecticut	Mr. Abraham E. Knepler 5678 Main Street Trumbull, Connecticut

SECTION IV - continued

FROM:	TO:
Mr. R.O. Lewis Jamaica, L I N Y	Mr. R.O. Lewis 215 Willoughby Avenue Brooklyn, New York
Mr. Frank J. Magrath Louisville, Kentucky	Mr. Frank J. Magrath N C C J 302 Central & Washington Bldg. Phoenix 4, Arizona
Mrs. Helen L. Peterson Washington, D. C.	Mrs. Helen L. Peterson Route 1 - Box 296 D Englewo 2, Colorado

SECTION IV - a (same city and state changes):

Mr. Daniel Anthony
92 Mt. Vernon Place
Newark 6, New Jersey

Mrs. Ruth D. Bates
Room 210 Associations Bldg.
1145 19th Street, N.W.
Washington, D. C.

Mr. David B. Brown
Box 275
Covelo, California

The Rev. Will D. Campbell
P.O. Box 1083
Nashville, Tennessee

Mr. Boris H.D. Clarke
432 Emory Street
San Jose 10, California

Mr. Francis J. Coomes
612 Michigan National Tower
127 West Allegan Street
Lansing, Michigan

Mrs. Martha Morrison Gelin
740 South 18th Street
Philadelphia 46, Pa.

Mr. Norman R. Goerlich
285 South Market
San Jose 13, California

Mr. Harold O. Hatcher
Indiana Commission on Civil Rights
Room 1004 State Office Building
Indianapolis 4, Indiana

Mr. Lloyd Marcus
1270 Fifth Avenue, Apt. 12D
New York 29, New York

Mr. David A. Sawyer
Council on Human Relations
210 Associations Bldg.
1145 19th Street, N.W.
Washington, D. C.

Mr. William T. White, Jr.
Division of F E P
542 So. Broadway
Los Angeles, California

Mr. Emmett E. Woods
Urban League of Pittsburgh
200 Ross Street
Pittsburgh 19, Pa.

Mr. Ernest V. Yancey
Commission on Human Relations
160 N. LaSalle Street
Chicago, Illinois

Mrs. J. Jay Zeman (Roberta Gerke)
1151 East 61st Street
Chicago, Illinois

SECTION V - Temporary addresses for the following:

Mr. Roburt Andre Dumas (formerly of Toledo, Ohio)
Catholic Relief Services
Empire State Building
350 Fifth Avenue
New York 1, New York

Mr. Wilfred C. Leland, Jr. (formerly of Minneapolis)
317 South Owasso Blvd.
Roseville, Minnesota

. . . . . .

SECTION VI: (misplaced members)

The following members are temporarily misplaced because of lack of current address:

Mr. Gaines T. Bradford (formerly Urban League of Pittsburgh, Pa.)
Mr. Walter C. Carrington (formerly Mass. Commission Against Discrimination)
Mrs. Lila E. Doar (formerly of Brooklyn, New York)
Miss Margaret Garrity (formerly of Washington, D.C.)
Miss Ruth C. Hughes (formerly of Chicago, Illinois)
Mr. Daniel G. Jacobowski (formerly of St. Paul, Minnesota, F E P C)
Mr. Robert H. Mast (formerly of Pittsburgh Commission on Human Relations)
Mr. Clifford E. Rucker (formerly of Governor's Human Rights Commission, St. Paul, Minnesota)
Mr. John W. Walker (formerly of New York Center for Human Relations)

D R O P P E D M E M B E R S

Please delete the names of the following from the 1961 Membership Roster:

GREAT LAKES REGION

Chicago:	Mr. William H. Brueckner	Mr. William Karp
	Mr. Hal M. Freeman	Mr. Frederick Pollard
	Miss Mayme Gorges	Mrs. Wilma H. Rabe
others:	Mrs. Edith Fejer	Mr. Fred K. Swett
Detroit:	Miss Marion Carter	Dr. August Kerber
	Mr. David C. Cowley	Mr. Robert E. LeAnderson
	The Rev. John Finnegan	Mr. Bruce A. Miller
	Mr. Bill Goode	Mrs. Alma Polk
River Rouge:	Mrs. Bobbie Blackmon	Mr. Harold Rasmussen
	Mrs. Alice Doig	Mr. Gus Ratzenberger
	Mr. Perry Price	
others:	Mr. Ricardo Meana	Mr. James McKinnie
	Helen D. Beavers	Mr. Charles Decker
	Miss Etta M. Reid	
Cleveland:	Mr. Cornell W. Hawkins, Sr.	Mr. John B. Turner

DELETIONS - continued

MIDDLE SOUTH REGION

Washington, D.C.: Mr. Philip A. Camponeschi
Mr. Kenneth Douty
Mr. Irving Ferman
Miss Joan Ohrenstein
Miss Irene Osborne
Dr. George W. Snowden
Dr. Rose C. Thomas

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Total Associate Members:	3
Total Life Members:	1
Total Student Members:	1

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Total Associate Members: 1

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MEMBERSHIP ROSTER

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Total Associate Members:	10
Total Life Members:	1
Sponsor:	1
Total Student Members:	20

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Mr. Ray H. Woollam
Executive Director
Provincial Committee on Minority Groups
Provincial Govt. of Saskatchewan
Box 36, Legislative Buildings
Regina, Saskatchewan, CANADA

MEMBERSHIP ROSTER

SOUTH CENTRAL REGION

Regional Chairman: Mr. Wade M. Mackie
Director - Merit Employment
American Friends Service Committee
1608 Government
Baton Rouge, Louisiana

Total Active Members: 16
Total Student Members: 1

Miss Anne B. Appenzellar
Executive Director
University of Texas Y W C A
2200 Guadaloupe
Austin 3, Texas

Mrs. G.K. Dumbauld
Executive Director
Houston Council on Human Relations
3605 Fannin
Houston 4, Texas

Mr. James A. Dombrowski
Director
So. Conference Educational Fund
822 Perdido Street
New Orleans 12, Louisiana

Mr. William E. Douthit
Executive Director
Urban League of Oklahoma City, Inc.
215 North Walnut Street
Oklahoma City 4, Oklahoma

Mr. Gustave Falk
Director - Southwest Region
American Jewish Committee
523 Fidelity Building
Dallas, Texas

Mr. Theodore Freedman
Director
Anti-Defamation League of B'nai B'rith
Suite 209, 2405 San Jacinto Street
Houston 2, Texas

Dr. Mary Ellen Goodman
12511 Old Oaks Drive
Houston 24, Texas

Mr. Nat Griswold
Executive Director
Arkansas Council on Human Relations
1220 West Capitol
Little Rock, Arkansas

Miss Garnet Guild
Executive Secretary
Southwestern Regional Office
American Friends Service Committee
705 North Lamar Boulevard
Austin 3, Texas

Mr. Alexander F. Laneuville
1564 North Prieur Street
New Orleans 16, Louisiana

Mr. Richard H. Lobenthal
3007 M.A.S. #8
Houston 21, Texas
(Associate Director - Southwest Reg. Office
Anti-Defamation League of B'nai B'rith)

Mrs. Gordon McNeil
629 Gray Street
Fayetteville, Arkansas

Mrs. Samuel L. Payne
American Friends Service Committee
2314 South Main Street, Suite 136
Houston 2, Texas

Mr. Irwin Schulman
Regional Director
Anti-Defamation League of B'nai B'rith
535 Gravier Street, Suite 806
New Orleans 12, Louisiana

Mr. A. Maceo Smith
Zone Intergroup Relations Specialist
Federal Housing Administration
1621 Main Street, Suite 315
Dallas 4, Texas

STUDENT

Mr. Donald L. Gartner
Jewish Welfare Federation of Dallas
209 Browder Building
Dallas 1, Texas

MEMBERSHIP ROSTER

SOUTHEAST REGION

Regional Chairman: Mr. Paul M. Rilling
Director of Field Activities
Southern Regional Council
Room 201 - 5 Forsyth Street, N.W.
Atlanta 3, Georgia

Total Active Members: 30
Total Associate Members: 4

Mr. William Bagwell
School Program Director
American Friends Service Committee
Box 1307
High Point, North Carolina

Dr. Helena Bailie
1701 New River Lane
Fort Lauderdale, Florida
(Fla. Council on Human Relations)

Mr. Harry Boyte
35 Lombardy Way, N.E.
Atlanta 9, Georgia
(Executive Director
Greater Atlanta Council on Human Relations)

Mr. Warren R. Cochrane
Secretary
Butler Street Y M C A
22 Butler Street, N.W.
Atlanta 3, Georgia

Mr. John Constable, Jr.
246 Westminister Drive, N.E.
Atlanta 9, Georgia
(Southern Regional Council)

Miss Constance Curry
Southern Project Director
Southern Student Human Relations Project
U.S. National Student Association
Room 701 - 41 Exchange Place, S.E.
Atlanta 3, Georgia

Mr. Charles E. Davis
618 Broad Avenue
Greensboro, North Carolina
(Associate Director - School Program
American Friends Service Committee)

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council
Room 201 - 5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dr. Dean George Epley
Chairman - Department of Human Relations
University of Miami
Coral Gables 46, Florida

Miss Rosetta E. Gardner
National Student Secretary
Southern Region - Y W C A
Suite 301 - 41 Exchange Place, S. E.
Atlanta 3, Georgia

Mrs. Sarah W. Herbin
Associate Director
Employment on Merit Program
American Friends Service Committee
1818 South Main Street
High Point, North Carolina

Mrs. Ruby Hurley
Regional Secretary
Southeast Region - N A A C P
859½ Hunter Street, N.W., Suite 107
Atlanta 14, Georgia

Mr. Hubert M. Jackson
723 Waterford Road, N.W.
Atlanta 18, Georgia
(Intergroup Relations Officer
Public Housing Administration)

Mr. H. Daniel Lang
Executive Director
Greater Miami Urban League
395 N.W. First Street
Miami 36, Florida

- m o r e -

MEMBERSHIP ROSTER

SOUTHEAST REGION - continued

Mrs. Charles Leeds
611 N.E. 30th Terrace
Miami 37, Florida
(American Jewish Committee
Regional Board of Directors)

Mr. James T. McCain
Field Secretary
Congress of Racial Equality
317 W. Barlette Street
Sumter, South Carolina

Mr. Thornton W. Merriam
Secretary-Leadership Development Project
Southern Area Council Y M C A
706 Standard Building
Atlanta 3, Georgia

The Reverend John B. Morris
Executive Director
The Episcopal Society for Cultural
and Racial Unity
Room 200 - 5 Forsyth Street, N.W.
Atlanta 3, Georgia

Miss Frances Pauley
Executive Director
Ga. Council on Human Relations
41 Exchange Place, S.E., Room 309
Atlanta 3, Georgia

Mr. Dunbar Reed
Southern Area Council of Y M C A
706 Standard Building
Atlanta 3, Georgia

Mr. Seymour Samet
S.E. Area Director
American Jewish Committee
1208 Congress Building
Miami 32, Florida

Mr. Robert W. Saunders
Field Secretary - N A A C P
3903 Palmetto Street
Tampa 7, Florida

Mr. Richard Shapiro
Southeast Regional Office
Anti-Defamation League of B'nai B'rith
41 Exchange Place, S.E.
Atlanta 3, Georgia

Mr. Courtney Siceloff
Director - Penn Community Services, Inc.
St. Helena Island
Frogmore, South Carolina

Mr. Ansel P. Simpson
900 Moore Street
Elizabeth City, North Carolina
(Department of Social Science
Elizabeth City State Teachers College)

Mrs. Alice N. Spearman
Executive Director
S.C. Council on Human Relations
1330 Laurel Street
Columbia, South Carolina

Mr. Wyatt Tee Walker
Executive Director
Southern Christian Leadership Conference
208 Auburn Avenue, N.E., Room 203
Atlanta 3, Georgia

Mr. William K. Williams
Executive Director
Fla. Council on Human Relations
4241 S.W. 109th Court
Miami 55, Florida

Mr. Charles F. Wittenstein
Atlanta Area Director
American Jewish Committee
41 Exchange Place, S.E., Room 703
Atlanta 6, Georgia

ASSOCIATE MEMBERS:

Mrs. Harry Abrahamson
Route 5
Burnsville, North Carolina

Mr. Irving Greenblatt
P.O. Box 1305
Miami Beach 39, Florida

- m o r e -

MEMBERSHIP ROSTER

SOUTHEAST REGION - Associate Members continued

Mr. Joseph Gross
1196 Converse Drive, N.E.
Atlanta 5, Georgia

Mr. Harold Kramer
Park Central Hotel
640 Ocean Drive
Miami Beach, Florida

Get other address

MEMBERSHIP ROSTER

SOUTHWEST REGION

Regional Chairman: Dr. Helen E. Amerman
1398-A Scenic Avenue
Berkeley, California

Total Active Members: 78
Total Associate Members: 1
Total Student Members: 4

Mr. Ben Avrech
1001 East Santa Clara
San Jose, California
(San Jose Human Relations Commission)

Mrs. Sandy Bachels
1727 Parker
Berkeley 3, California
(Berkeley Committee for Fair Housing)

Mr. William Y. Bell, Jr.
Neighborhood House
1707 Truman Street
Richmond, California

Mr. John I. Binkley
Assistant Director
Colo. Anti-Discrimination Commission
State Services Building
1525 Sherman Avenue
Denver 3, Colorado

Mr. Eugene B. Block
Jewish Community Relations Council
40 First Street
San Francisco, California

Rt. Rev. Msgr. William T. Bradley
Catholic Charities Bureau
P.O. Box 443
Sante Fe, New Mexico
(New Mexico F E P C)

Mr. Wesley R. Brazier
Executive Director
Los Angeles Urban League
3839 South Western Avenue
Los Angeles 62, California

Mr. Elton Brombacher
209 Eleventh Street
Richmond, California
(California F E P C)

Mr. Benjamin B. Brown
State Program Supervisor
Services to Minority Groups
Calif. State Department of Employment
800 Capitol Avenue
Sacramento 14, California

Mr. David B. Brown
Community Development Worker
American Friends Service Committee
Route 1, Box 98
Covelo, California

Mr. Robert Wesley Brown
371 Nora Lane
Menlo Park, California

Mrs. Florence Bryant
615 South 5th Street
San Jose 12, California
(Santa Clara Valley Council for Civic Unity)

Mr. John A. Buggs
Executive Secretary
L.A. County Commission on Human Relations
Suite 703 - Old Hall of Records
220 North Broadway
Los Angeles 12, California

Mr. Edward A. Burch
Consultant - Dept. of Industrial Relations
California F E P C
107 South Broadway, Room 8019
Los Angeles 12, California

Mrs. Margaret Newman Butler
1555 Wawona Drive
San Jose 25, California
(Redevelopment Agency of City of San Jose)

Dr. James T. Carey
2210 Derby
Berkeley, California
(Catholic Interracial Council)

- m o r e -

MEMBERSHIP ROSTER

SOUTHWEST REGION - continued

Mr. Alden B. Campen
231 North First Street
San Jose 13, California
(Board Member - Redevelopment Agency)

Mr. Boris H.D. Clarke
335 North 6th Street, Apt. 12
San Jose 12, California

Mr. Don L. Coppock
State Labor Commissioner
New Mexico State Labor & Industrial
Commission - Box 1726
Sante Fe, New Mexico

Mr. William J. Davis
Executive Secretary
Stiles Hall - Y M C A
University of California
Berkeley 4, California

Mr. C. Laurence Dellums
1716 Seventh Street
Oakland, California
(California F E P C)

Mr. John F. DeLury
Area Supervisor - Division of F E P
Department of Industrial Relations
State Office Building #2
107 S. Broadway, Room 8019
Los Angeles 12, California

Mrs. Josephine W. Duveneck
P.O. Box 158
Los Altos, California
(Calif. League of American Indians)

Mr. Dennis V. Fargas
2535 Beverly Avenue, Apt. 1
Santa Monica, California
(Consultant - Calif. State FEPC)

Mr. James L. Faulk
1617 Belvedere
Berkeley, California

Miss Joan C. Feast
Redevelopment Agency of San Jose
299 Park Avenue
San Jose 10, California

Mr. Erwin L. Feiertag
American Jewish Committee
590 N. Vermont Avenue
Los Angeles 4, California

Mr. John Anson Ford
1976 N. Normandie Avenue
Hollywood 27, California
(California F E P C)

Mr. Norman R. Goerlich
Community Relations Worker
American Friends Service Committee
Porter Building, Room 216
57 East Santa Clara Street
San Jose 13, California

Dr. Harry A. Grace
Dean of Students - Alameda State College
22300 Foothill Blvd.
Hayward, California

Miss Jeannette Harris
Membership & Education Director
American Civil Liberties Union
503 Market Street
San Francisco 5, California

Mr. Robert A. Hine
55 Hurlbut Street, Apt. 4
Pasadena, California

Miss Rita Hoffman
Executive Assistant
American Jewish Committee
590 North Vermont Avenue, Suite 211
Los Angeles 4, California

Mr. Edward Howden
Chief of Division
Fair Employment Practices
P.O. Box 603
San Francisco 1, California

- m o r e -

MEMBERSHIP ROSTER

SOUTHWEST REGION - continued

Mr. Wesley Huss
1932 McGee
Berkeley 3, California
(Director - Intertribal Friendship House)

Dr. James H. Kirk
Chairman - Department of Sociology
Loyola University of Los Angeles
7101 West 80th Street
Los Angeles 45, California

Mr. Irving M. Kriegsfeld
Executive Director
Mission Neighborhood Centers, Inc.
362 Capp Street
San Francisco 10, California

Mr. Haskell L. Lazere
Regional Director
American Jewish Congress
590 N. Vermont Avenue
Los Angeles 4, California

Mr. Murray A. Lewis
Executive Director
Jewish Personnel Relations Bureau
590 N. Vermont Avenue - Room 225
Los Angeles 4, California

Mrs. Jean Drew Lightfoot
Associate Director
Community Relations Conference of Southern California
1205 West Jefferson Boulevard
Los Angeles 7, California

Mr. Lino M. Lopez
Community Relations Consultant
Denver Commission on Community Relations
Room 260 West Side Annex Bldg.
West Colfax and Kalamath Streets
Denver 4, Colorado

Mr. John P. Lyons
L.A. Commission on Human Relations
Suite 703 - Old Hall of Records
220 North Broadway
Los Angeles 12, California

Miss Geraldine Claire McKanna
2159 California Street
San Francisco, California
(Director - Family Center - Mission Neighborhood Centers, Inc.)

Mrs. Mary McLucas
Field Representative
Colo. Anti-Discrimination Commission
328 State Services Building
1525 Sherman Avenue
Denver 3, Colorado

Mr. Tad T. Masaoka
Intergroup Relations Specialist
Urban Renewal Administration
989 Market Street
San Francisco 3, California

Miss Mary E. Mansfield
District Council Consultant
United Community Fund of S.F.
2501 Sutter Street
San Francisco 15, California

Mr. Ephraim Margolin
West Coast Director
Commission on Law & Social Action
American Jewish Congress
3435 Sacramento
San Francisco, California

Mrs. Irene B. Miller
Director of Careers
Western Office - National League for Nursing
693 Sutter Street
San Francisco 2, California

Mr. Sebastian C. Owens
Executive Director
Urban League of Colorado
314 Fourteenth Street, Room 307
Denver 2, Colorado

Mrs. Tarea Hall Pittman
Acting Regional Secretary - N A A C P
690 Market Street
San Francisco 4, California

Mr. Robert B. Pitts
345 Montford Avenue
Mill Valley, California
(Housing Market Analyst - F H A)

Mr. Frank A. Quinn
Executive Director
S.F. Council on Civic Unity
437 Market Street
San Francisco 5, California

- m o r e -

MEMBERSHIP ROSTER

SOUTHWEST REGION - continued

Dr. Barbara Raines
Coordinator
Encampment for Citizenship
293 N. Euclid Avenue
Pasadena, California

Mr. Wilson C. Riles
Consultant in Certificated Employment Practices
Calif. State Department of Education
721 Capitol Avenue, Room 272
Sacramento 14, California

Mr. Frederick A. Schreiber
Area Director
American Jewish Committee
590 North Vermont Avenue
Los Angeles 4, California

Mr. Morris L. Schneider
Community Consultant
Anti-Defamation League of B'nai B'rith
40 First Street
San Francisco 5, California

Mr. Milton A. Senn
Executive Director
Pacific Southwest Office
Anti-Defamation League of B'nai B'rith
590 N. Vermont Avenue - Suite 217
Los Angeles 4, California

Miss Althea T.L. Simmons
Special Field Representative
West Coast Region - N A A C P
690 Market Street, Suite 626
San Francisco 4, California

Mr. Clayton R. Smith
Secretary-Treasurer
Culinary Alliance #681
324 E. 4th Street
Long Beach 12, California

Mr. Leonard M. Sperry
2090 Mandeville Canyon Road
Los Angeles 49, California
(L.A. Chapter - The American Jewish Committee)

Mr. Sheldon Steinhauser
Regional Director-Mountain State Office
Anti-Defamation League of B'nai B'rith
220 Empire Building
Denver 2, Colorado

Mr. Sidney Stein
Executive Director
Jewish Community Council
678 North First Street
San Jose 12, California

Mrs. Madeleine Stephenson
Executive Secretary
Encampment for Citizenship
2209 Van Ness Avenue
San Francisco, California

Mr. Wester Sweet
Attorney for NAACP & CORE
654 South First Street
San Jose 13, California

Mrs. Agnes E. Sycour
Chief Order Librarian
Los Angeles County Library
322 South Broadway
Los Angeles 53, California

Mr. Peter A. Szego
805 North San Antonio Road
Los Altos, California
(Palo Alto Branch, N A A C P)

Mr. Edward Terrones
Field Representative
Colo. Anti-Discrimination Commission
306 State Services Building
1525 Sherman Street
Denver 3, Colorado

Mr. George L. Thomas
Executive Director
Community Relations Conference of So. Calif.
1205 West Jefferson Boulevard
Los Angeles 7, California

Mr. John E. Thorne
Terrace Building - 481 N. First Street
San Jose 12, California
(Human Relations Commission)

Mr. William T. White, Jr.
Human Relations Coordinator
L.A. County Commission on Human Relations
Suite 703, Old Hall of Records
220 North Broadway
Los Angeles 12, California

- m o r e -

MEMBERSHIP ROSTER

SOUTHWEST REGION - continued

Mr. Nelson Williams, Jr.
801 Fillmore Street, Apt. 22
San Francisco 17, California
(Department of Public Welfare)

Mr. Philip J. Winkfield
Director
Commission on Community Relations
260 West Side Annex Building
Denver 4, Colorado

Mr. Harry Winton
Director
Central Pacific & Northwestern Area
American Jewish Committee
40 First Street, Room 205
San Francisco 5, California

Rev. Eugene R. Wolfe
Director of Christian Social Relations
and Social Service Bureau
Oakland Council of Churches
2101 Telegraph Avenue
Oakland 12, California

Judge Fred B. Wood
2209 Vine Street
Berkeley, California
(Berkeley Committee for Fair Housing)

Mr. Theodore O. Yoder
Director - Colorado Region
National Conference of Christians & Jews
Room 307
821 Seventeenth Street
Denver 2, Colorado

Mr. Dwight R. Zook
Director - Personnel Services
North American Aviation, Inc.
International Airport
Los Angeles 45, California

ASSOCIATE MEMBER:

Mr. Peter E. Haas
98 Battery Street
San Francisco, California

STUDENTS:

Mr. Kent M. Lloyd
Research Fellow
Department of Political Science
Stanford University
Stanford, California

Mr. Ronald D. Lunceford
2249 Myrtle Avenue
Long Beach 6, California

Mr. Alvin I. Mellman
Associate Director
Jewish Federation-Council of L.A.
590 N. Vermont Avenue
Los Angeles 4, California

Mr. Thomas L. Nicholas
710 38th Street
P.O. Box 1035
Boulder, Colorado

MEMBERSHIP ROSTER

- A D D E N D A -

Please make the following additions, corrections, deletions, as indicated:

LEADERSHIP LIST - sheet 2 - add: Mr. Marshall Bragdon
Chairman
Committee on The Profession and the Professional

- -

GREAT LAKES REGION:
Add one ACTIVE and one STUDENT (as follows):

ACTIVE: Mr. Lewis H. Deer
United Christian Missionary Society
222 S. Downey Avenue
Indianapolis, Indiana

STUDENT: Mr. Todd H. Pavela
21 University Street
West Lafayette, Indiana

- -

MIDDLE SOUTH REGION:
Add nine ACTIVE (as follows):

Mrs. Anne Braden
Field Secretary
So. Conference Educational Fund
4403 Virginia Avenue
Louisville 11, Kentucky

Mr. Carl Braden
Field Secretary
So. Conference Educational Fund
4403 Virginia Avenue
Louisville 11, Kentucky

Mr. David L. Glenn
Executive Secretary
Equal Employment Opportunity
Commission - Fayette & Gay Streets
Baltimore 2, Maryland

Mrs. Euphemia L. Haynes
1237 Franklin Street, N.E.
Washington 17, D. C.
(D.C. Board of Education)

Mr. Oliver W. Hill
Assistant to the Commissioner
Intergroup Relations Service
Federal Housing Administration
811 Vermont Avenue, N.W.
Washington, D.C.

Dr. John Hope, II
Director - Industrial & Labor Relations
Race Relations Department - A.M.A.
Fisk University
Nashville 8, Tennessee

Mr. Robert C. Kohler
Director
Anti- Defamation League of B'nai B'rith
216 North Second Street, Room 306
Richmond 19, Virginia

Dr. Peter Mellette
Regional Director
National Conference of Christians & Jews
222 E. Broad Street
Richmond 19, Virginia

Mr. Percy H. Williams, Jr.
President's Committee on Equal Employment
Opportunities
Washington 25, D.C.

PLEASE MAKE THE FOLLOWING CHANGES IN ADDRESS - MIDDLE SOUTH REGION:

Mr. Daniel A. Bowers
TO: P.O. Box 667
Portsmouth, Virginia
(Change to Associate Member, from Active)

Mr. Richard K. Fox
(ADD, as mailing address):
7715 Morningside Drive, N.W.
Washington 12, D. C.

- TO BE CONTINUED -

MEMBERSHIP ROSTER - ADDENDA (2)

NORTHEAST REGION:

Please substract one (1) from total number of Student Members, making a new total of 19.

ADD the following two (2) ACTIVE members:

Mrs. Victoria C. Hargon
Pittsburgh Urban League
200 Ross Street
Pittsburgh 19, Pennsylvania

Mr. Vinton E. Ziegler
931 Clinton Street
Philadelphia 7, Pennsylvania
(Commission on Human Relations)

PLEASE MAKE A CHANGE IN ADDRESS FOR:

Dr. H. Harry Giles
New York University
School of Education
Social Studies Department
Press 33 - Washington Place
New York 3, New York

- -

NORTH CENTRAL REGION

ADD the following two (2) ACTIVE members:

Mr. William Ernest Griffin
4325 Penn
Kansas City 11, Missouri
(Acting Director - Fellowship House)

Mr. Clifford E. Rucker
Executive Director
Governor's Human Rights Commission
Centennial Office Building
St. Paul 1, Minnesota

- -

SOUTH CENTRAL REGION

ADD the following ACTIVE member:

Mr. Gustave Falk
Director - Southwest Region
American Jewish Committee
523 Fidelity Building
Dallas, Texas

- -

SOUTHEAST REGION:

Please make change in ADDRESS and CLASSIFICATION of the following member, from ASSOCIATE to ACTIVE:

Mr. Harold Kramer
Regional Director
American Jewish Congress
714 Congress Building
Miami Beach, Florida

Please ADD the following STUDENT member:

Mr. Matt L. Wohl
1617 Brickell Avenue
Miami, Florida

- -

SOUTHWEST REGION:

Please ADD the following ACTIVE members:

- TO BE CONTINUED -

MEMBERSHIP ROSTER - ADDENDA (3)

Miss Flora Marks
Field Representative
Western Regional
National Council of Jewish Women
590 North Vermont
Los Angeles 4, California

Mr. Raymond M. Steinberg
Area Director
San Fernando Area Welfare Planning
Council
14428 Hamlin Street
Van Nuys, California

ASSOCIATE:

Captain Servando J. Velarde, Jr.
United States Air Force
Department of Foreign Languages
U.S. Air Force Academy
Colorado

Mr. Dwight C. Ramage
Human Relations Coordinator
L.A. County Commission on Human Relations
703 Old Hall of Records
220 N. Broadway
Los Angeles 12, California

LOCAL NAIRO CHAPTERS

(Listed in the order in which they were chartered):

NAME OF CHAPTER	NAME & ADDRESS OF 1961 CHAIRMEN
Greater Philadelphia Area	Mr. Harold White McCoo Parkside Community Branch - YMCA 712 N. 43rd Street Philadelphia, Pennsylvania
New York Metropolitan Area	Mr. Samuel Spiegler National Community Relations Advisory Council 55 West 42nd Street, Suite 1530 New York 36, New York
Greater Chicago Metropolitan Area	Mr. John L. McKnight Illinois Division American Civil Liberties Union 19 South LaSalle Street Chicago 3, Illinois
Detroit & Michigan	Mr. Walter Greene, Jr. Michigan F E P C 900 Cadillac Square Building Detroit 26, Michigan
Minnesota	Mr. Ernest C. Cooper St. Paul Urban League 65 E. Kellogg Blvd., Room 407 St. Paul 1, Minnesota
Metropolitan Washington	Mr. Robert J. Greene American Jewish Committee Room 805 - Continental Building 1012 14th Street, N.W. Washington, D. C.
Northern California	Miss Joan C. Feast Redevelopment Agency of San Jose 299 Park Avenue San Jose 10, California
Metropolitan Pittsburgh	Mr. Michel G. Iskander Pittsburgh Commission on Human Relations 518 City-County Building Pittsburgh 19, Pennsylvania
Cleveland Area	Mr. Shelton Granger Cleveland Urban League 2123 East 9th Street Cleveland 15, Ohio
Southern California:	Mr. John A. Buggs L.A. Cty. Commission on Human Relations 220 North Broadway Los Angeles 12, California

NAIRO -
~~Gen~~
Misc.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

10 January 1962

TO: Board of Directors
Commission Chairmen
Committee Chairmen
Regional Chairmen
Chapter Chairmen

FROM: John V.P. Lassoe, Jr.

SUBJECT: NAIRO Board Meeting: February 2-3, 1962

The Board of Directors will meet on Friday and Saturday, February 2 and 3, in Pittsburgh. The two-day session will begin at 4 p.m. on Friday in the LOENDI CLUB, 841 Ledlie (a short mile by taxi from downtown Pittsburgh). Those who can meet by 3:30 p.m. in the offices of the Commission on Human Relations, 518 City-County Building, will be provided with transportation by the staff. We will eat at the Club (which also serves liquid refreshments) and meet there until 10 p.m. or so.

The Saturday meeting will begin at 9:30 a.m., and continue until 3 p.m. at the latest, in the Mayor's Committee Room, 512 City-County Building.

The Penn-Sheraton is a good, centrally-located hotel (site of the 1958 Conference), but there are others nearby.

Lloyd Davis asks for progress reports from all Commission, Committee, and Regional Chairmen who cannot be with us next month. He also invites suggestions of additional items that should be on the agenda (draft agenda attached).

The Journal Editorial Board will meet sometime Friday afternoon; notices will be sent shortly by Chairman Shelton Granger .... For those of you who can arrive early, the Pittsburgh Chapter is planning a luncheon meeting that same day.

* * *

IMPORTANT REMINDER (Shift of Location):

Friday, February 2: 4-10 p.m. (including dinner), LOENDI CLUB, 841 Ledlie

Saturday, February 3: 9:30 a.m. - 3:00 p.m., Mayor's Committee Room, 512 City-County Building

fib
REPLY CARD ENCLOSED
DRAFT AGENDA ATTACHED

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

NAIRO BOARD OF DIRECTORS MEETING
February 2-3, 1962: Pittsburgh

D R A F T A G E N D A

I. Approval of Minutes: November meeting(s)

II. REPORTS:
- Treasurer
  - * Financial projections
- Executive Director
- Committees
- Commissions
- Regions
- Chapters
  - * Program recommendations (Alexander Miller)

III. OLD BUSINESS

A. Role & function of the executive director: draft job description (Edward Rutledge)
B. Committee on Public Policy: recommendations on role and function, limitations on issuance of statements (Culberson)
   * Request for Board decision on Chapter public statements (Minnesota, Chicago Chapters)
C. NAIRO Membership categories: evaluation and recommendations (Membership Chairman)
D. Establishment of NAIRO Sections (division of members by job responsibility): recommendations (Frances Cousens, Frank Fager)
E. Other old business

IV. NEW BUSINESS

A. Crisis in intergroup relations recruitment and training: Federal government expansion, impact on non-Federal agencies, training proposals (John Lassoe)
   * Review of Personnel Registry function and of role of executive director in placement efforts

B. Survey of de facto school segregation practices and integration approaches: proposal (Commission on School Integration)

C. Task force consultation on the role and function of county and municipal human relations agencies: proposal (Frances Levenson)

D. Other new business

fib
January, 1962

COPY

NAIRO
gen

ROBERT J. GREENE
Apt. W-713, 75 East Wayne Ave.
Silver Spring, Md.

January 10, 1962

Mr. Lloyd Davis
President, NAIRO
501 East 32nd St., Apt. 1704
Chicago 16, Illinois

Dear Lloyd:

As one of the group which met with President Kennedy last summer, I subsequently met with Harris Wofford on follow-up and was later privileged to review the agency responses to the two NAIRO documents (Chapter Inventory and National Recommendations), and to participate in the discussion of the Sub-cabinet Group on Civil Rights on these reports. It seems to me that certain comments made about the findings and recommendations by these agencies are important to NAIRO. I have reference to those comments which relate to the present standing of the field: is it a profession? should it have a Civil Service Commission listing as a recognized speciality? what are to be the standards of selection for professional workers?

It seems to me important that, as stewards of the Association, the Executive Board be made aware of these comments by a group of Federal administrators who are important to us and to the concept of professional service which we hold ourselves out as representing. It seems to me, also, that your designees in the area of professional standards, ethics and integrity - Marshall Bragdon, Joe Allen, Saal Lesser and Burt Gordin - be asked to take a look at what follows and what the Board's reactions are, in order to make us better relate to the federal establishment and handle our professionalization efforts better.

The governmental comments, it will be speedily noted, go to the perennial NAIRO question of who we are and what we are and tie it with the case for a code of professional standards and, the ultimate word - "accreditation". So it is essential to know how we are viewed, and I have obtained Harris' consent to quote from parts of those reports which touch on professional standing, taking care always to so paraphrase as to avoid identifying the author or agency involved. I feel we are indebted to Harris for this opportunity to "see ourselves as (important) others see us!" And, in turn, Harris has received from us, through the time I spent in his office, an appraisal of what these agency reports show.

I therefore suggest that the following be mimeographed and circulated to the Board members in advance of the next meeting, and placed on the agenda for that meeting. I hope you will concur and request John Lassoe to have this done.

(From the response of a major agency concerned with matters of personnel and budget):

"The approach of (NAIRO's recommendations to JFK) is undoubtedly healthy. It looks toward the day when the intergroup relations practitioner can make a positive and effective contribution to the operations of the Federal establishment. It is correct in assuming that such skills will be in greater demand in the immediate future."

Then the report takes respectful exception to some NAIRO 'claims'. It terms "a rather broad assumption" that the "intergroup relations field" has at this time "developed a hard discipline of knowledge and a set body of standards for professional competence". The report acknowledges "many competent individuals" and

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"a growing body of knowledge" but says that intergroup relations workers "vary tremendously in their backgrounds and in their training, and they vary just as much in their individual approaches to particular problems". The report avows that "the image of a large corps of skilled professionals working from a reliable body of proven knowledge is a little advanced" as of now.

"This is not to say", the report continues, "that such may not be feasible in the future". The report compares intergroup relations today with sociology and economics in their "early stages". It concludes that there is a great need for such skills and welcomes "advancement of the profession" as of "profit to the Government and the nation".

(From the response of a regulatory agency):

This report endorses intergroup relations services in and on behalf of the Federal Government, but says that before the Government can act it should have "more detailed information as to the nature of the services an intergroup relations program can and will provide....There is considerable discussion in (the NAIRO recommendations) of what the Government can do for intergroup relations; there is less discussion of what intergroup relations (sic!) can do for the Government..."

The report continues "it would be desirable (to) have specifically defined objectives for governmental programs in this area....The Executive Branch...must have a blueprint of the specifics of the program".

(Response from the chief personnel officer of one of the oldest Cabinet Depts.)

"We concur with the recommendations that a firm directive defining the role and function of intergroup relations services should be issued, and that intergroup relations experience and cognate training (quoting NAIRO phraseology) should be the primary qualifications for appointment to such positions".

(Response from the chief administrative officer of one of the newer Cabinet Depts. whose work is often impacted with intergroup relations factors):

"We are not altogether convinced by the NAIRO arguments of the need to professionalize the business of intergroup relations. Without minimizing its importance, we feel that there is not clear and present need, for example, for a Civil Service roster of intergroup relations specialists".

(Response from the Assistant Administrator of a new agency whose work is only slightly related to the area of our concerns):

"Present (agency) personnel administering intergroup services have been performing these functions for several years and have considerable experience....They have not obtained, however, professional status in this field, and consideration will be given in any expansion of this staff to obtaining...persons who by training and experience qualify as professional intergroup relations workers".

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I look forward to your response, and I hope that we can "get cracking" on the program of professional standing which is a sine qua non for taking proper advantage of the current federal administrators' interest in our work and, to a lesser extent, in us. I see these opportunities for NAIRO and the field here now, and I am not personally knowledgeable that we have done enough on any of them: program services; research, basic and program-related; training, not so much on-the-job, as more basic training and federal contributions thereto; and federal agency assistance in obtaining professional recognition for the I-G relations worker.

Can we take this to the next board meeting? I plan to attend and hope for a discussion and determination on these matters. I know that some others around here share my frustration that more has not been obtained from the present "sellers' market".

Regards,

/s/ Robert J. Greene

NAIRO
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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

19 January 1962

TO: Board of Directors
NAIRO Leadership

FROM: John V.P. Lassoe, Jr.

SUBJECT: Board of Directors Meeting, February 2-3, 1962

I am enclosing documents relating to two of the items that appear on the agenda for next month's Board meeting in Pittsburgh.

One is a formal statement of the function or duties of the executive director of NAIRO. This was drawn from the document adopted at the last meeting; it has been reviewed and approved by a small committee headed by Ed Rutledge.

The second item relates to the image of intergroup relations (and NAIRO) held by key persons in Federal government. It has bearing on the work of a number of our committees: Public Relations, Professional Standards, Professional Ethics & Integrity, and Educational & Professional Training. It will be discussed in all these aspects.

In the last connection (i.e., training), let me add this comment: the Federal government's recruitment of experienced intergroup relations personnel during the next two years will cause some serious problems for non-Federal agencies. They are going to lose some key people (probably 50 within the next six months, possibly 250 over two years' time), they are going to find it difficult to replace them, and above all, they are going to be hard-pressed to fill the junior professional posts that will be vacant as others move up the agency ladders. The need for training programs -- at both the internship and in-service levels -- has never been greater, and time grows short.

I can report that NAIRO is calling together representatives of key national private agencies and other intergroup relations leaders for an early February meeting, to discuss some of the recruitment and training implications. This will be followed in short order by a larger meeting in Washington, involving representatives of both Federal and non-Federal agencies concerned with intergroup relations training.

The Board agenda calls for considerable discussion of this problem and some of the tentative solutions....

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January, 1962

NAIRO Gen

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 West 58th Street New York 19, New York

JOB DESCRIPTION I:
NAIRO
EXECUTIVE DIRECTOR

Context. As the professional association of intergroup relations workers, NAIRO represents a relatively new and unformed profession. It must function as a creative force in the definition and development of a field still shrouded in confusion and subject to strong negative biases. Much of the needed creativity, "image-making," and innovation must originate with the chief executive officer, who is presently the only full-time exponent of the field, and one who has no conflicting allegiances. He should function as a "strong executive," taking care that he does not usurp the broad policy-making functions of the Board or the membership -- and that he does not inhibit or discourage the sort of dedicated and active participation by officers, directors, and members that has kept NAIRO alive for fourteen staffless or short-staffed years.

* * * *

Function. Within the limits of broad governing policy adopted by the Board or membership, and subject to direction or approval by the Board or officers, the Executive Director shall be responsible for:

(a) implementing policy decisions of the Board and membership, participating (without vote) in their formulation and with freedom to initiate policy proposals;

(b) initiating and directing program activities that are not the assigned responsibility of committees or other NAIRO bodies, and coordinating those activities that are;

(c) serving as a public spokesman for, and interpreter of, NAIRO and the profession, both inside and outside the intergroup relations field;

(d) coordinating or initiating approaches to foundations and other activities designed to secure funds for basic operation of the Association and for such program or staff expansion as shall be approved by the Board;

(e) establishing and maintaining liaison with individual members and other professional workers, intergroup relations agencies, educational institutions, professional associations and other organizations in allied fields, foundations, and arms of government at all levels;

(f) supervising and coordinating the activities of NAIRO staff workers, with primary responsibility for their selection;

(g) administering the affairs of the Association, including such duties of the Treasurer and Secretary as shall be delegated to him by the Board; and

(h) serving the members, committees, Commissions, Chapters, and regions of NAIRO, with freedom to initiate proposals for their study or action.

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January, 1962

NAIRO - Gen

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

NAIRO BOARD OF DIRECTORS MEETING
February 2-3, 1962: Pittsburgh

D R A F T A G E N D A

I. Approval of Minutes: November meeting(s)

II. REPORTS: Treasurer
* Financial projections
Executive Director
Committees
Commissions
Regions
Chapters
* Program recommendations (Alexander Miller)

III. OLD BUSINESS

A. Role & function of the executive director: draft job description (Edward Rutledge)
B. Committee on Public Policy: recommendations on role and function, limitations on issuance of statements (Culberson)
* Request for Board decision on Chapter public statements (Minnesota, Chicago Chapters)
C. NAIRO Membership categories: evaluation and recommendations (Membership Chairman)
D. Establishment of NAIRO Sections (division of members by job responsibility): recommendations (Frances Cousens, Frank Fager)
E. Other old business

IV. NEW BUSINESS

A. Crisis in intergroup relations recruitment and training: Federal government expansion, impact on non-Federal agencies, training proposals (John Lassoe)
* Review of Personnel Registry function and of role of executive director in placement efforts

B. Survey of de facto school segregation practices and integration approaches: proposal (Commission on School Integration)

C. Task force consultation on the role and function of county and municipal human relations agencies: proposal (Frances Levenson)

D. Other new business

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January, 1962

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

BOARD OF DIRECTORS MEETING
February 2-3, 1962
Pittsburgh, Pennsylvania

MINUTES

Present: Lloyd Davis, presiding; Edwin Berry, Will D. Campbell, Abraham Citron, Frances Cousens, Harold Fleming, Irving Goldaber, George Grier, K.C. Jones, Jr., Frances Levenson, Galen Martin, Louis Mason, Jr., Alan Reitman, A. Abbot Rosen, Frederick B. Routh, Edward Rutledge, Richard Shapiro, Gregory Shinert, John Yoshino.

Guests: Alexander J. Allen, Marshall Bragdon, Elmer Paul Brock, George Culberson, Arthur Edmonds, Shelton Granger, Robert Greene, William Gremley, Michel Iskander, John Lassoe, Jr.

I. Minutes of the November 10-11, 1961, Board meeting were approved. (Routh-Rutledge, CARRIED)

II. The Executive Director reported on a number of minor matters not covered under other agenda items:

A. Problems of an under-staffed office remain constant, relieved only partially by the renewed employment of part-time clerical help and by the use of an outside transcribing service. Processing of NAIRO memberships, JOURNAL subscriptions, and publication sales has become almost a full-time occupation for Frankye Brown. Addition of a full-time clerk-stenographer is a priority need.

B. Proposed exploration of formal liaison between NAIRO and the National Association of Foreign Student Advisors, already authorized by the NAIRO Executive Committee, will be considered by the NAFSA Executive Committee at its mid-February meeting.

C. NAIRO has been invited to send a representative to a meeting called by the American Jewish Committee to consider the desirability and feasibility of establishing a Hall of Human Relations at the 1964 New York World's Fair. John Lassoe will attend.

D. NAIRO has again been invited to rent an exhibit booth at the Annual Forum of the National Conference on Social Welfare, May 27-June 1, at a cost of $130 up. Since it will take place in New York City, problems of staffing that prevented participation in other years will not exist, and the expense might be justified. (No action taken.)

II. E. NAIRO was invited to serve as one of the cooperating organizations in the convening of a National Conference on Urban Life, scheduled for March 28-30, 1962, in Washington, D.C. It was not possible to clear this with the full Executive Committee, but the nature of the conference, and the fact that the other cooperating groups were the professional associations in virtually every field bearing on urban living, seemed to warrant the necessary hasty acceptance. (By consensus, the Board approved the Executive Director's action.)

F. The Chicago Chapter has submitted a formal bid to host the 1964 Annual Conference. *** The decision on the site of the 1964 Conference will be made at the next Board meeting, and other cities shall be invited to submit invitations in the interim. (Rutledge-Routh, CARRIED)

G. The qaestion of a group life insurance plan for NAIRO members is raised again in connection with suggestions that we explore new ways of serving our members and increasing membership benefits. The cost to members would be low, and the plan could be launched with as few as 50 participants. *** The President shall appoint a committee to explore a variety of plans and to report to the Board, with recommendations, at its next meeting. (Rosen-Cousens, CARRIED, Jones dissenting).

H. The Executive Director has been invited to join the American Society of Association Executives, his professional association, at annual dues of $65. The membership consists largely of trade association staff workers, with a sprinkling of professional association executives. Is the expense to NAIRO justified, given the possibility of contacts that might lead to corporate gifts and the educational value of an intergroup relations wedge in a group not likely to be oriented to such concerns? (No action taken.)

I. NAIRO and the Anti-Defamation League are exploring collaboration on a "Guide to Organizing Human Relations Commissions," largely as a means of handling the ever-increasing number of inquiries from communities eager to form such bodies. The guide would include a directory of public agencies (updating at least part of NAIRO's 1959 publication) and a directory of national private agency services available to public agencies (thus completing the project of the Special Interdepartmental Committee).

J. Proposed changes in the role and function of the executive director require a reivew of staff travel commitments. It was originally contemplated that the director would be in the field 100 days each year (over the past five years, this has actually averaged closer to 80 days annually); the new job definition would discourage this. It may be that greater travel by NAIRO officers, at NAIRO expense, should be considered as a supplement to staff travel.

K. At the Board's direction, 5,000 copies of the task force report, "Executive Responsibility In Intergroup Relations," were printed in booklet form and are available for use in membership recruitment and as part of the public relations program.

III. The Treasurer, Irving Goldaber, reported that he was unable to provide a precise statement of the Association's finances. Approximately $1700 was on deposit in the New York City NAIRO bank account, but the transfer of books and final balances from Philadelphia has not yet been completed.

III. (Unlike other NAIRO officers, the Treasurer serves from January 1 to December 31.)

Current dues income will meet normal bills and salaries for the present, and will cut into NAIRO's two major debts -- a printer's bill of $1,500 and the loan of $3,500 made in December. There will be no money for new projects, however, and other sources must be developed.

The Treasurer stressed the need for membership growth, and urged that it be aided by the development of such "fringe" benefits as group life insurance, group travel plans, book discounts, etc. These might serve to attract the non-member professionals in the field's agencies.

IV. Roland Sawyer reported for the Financial Development Committee and noted that eight members had agreed to serve. A committee meeting is being planned for a central location at an early date. The committee will coordinate the efforts of the Sponsors, Development Fund, Life Membership, and Membership Committees. It will also consider such special areas as benefits, raffles, consultative services on a fee basis, and appeals to foundations and other organizations.

V. Shelton Granger reported for the Editorial Board, which had met earlier in the day. In terms of content, the Board will recommend use of more case histories, with commentary relating these to theoretical concepts. Members of the Board will attempt to write or obtain a few articles along these lines, to serve as samples. Efforts must be made to encourage more facile writers, less ponderous in style, to contribute to the JOURNAL.

To boost circulation, the Board will recommend "rifle-shot" promotion aimed at specific audiences and using sample issues with appropriate articles. A sample of this would be promotion plans already developed by John Yoshino for special mailings to church-related colleges. Other efforts will be made to obtain greater college classroom use of the JOURNAL, to increase demand in college libraries. A new flyer will be developed for promotional use. Finally, attempts will be made to stimulate selected advertising and to develop more extensive use of reprints.

In discussion: The initial purpose of the JOURNAL was to put into printed form the accumulating body of knowledge in the field, not to make money or become "popular." The editor and Editorial Board should become more aggressive in getting specific articles written by the right person. In fact, the plan for the issue should be developed first, and the articles sought afterwards. It was also suggested that fresh thought be given to single-subject issues, with 50% to 100% of the content devoted to case histories and commentary on that subject.

VI. Abraham Citron reported for the Membership Committee, noting that the current total of 868 represented a net growth of 27 since December. Restructuring of the regions, as voted by the Board in November, made the Great Lakes and Mid-Atlantic the largest of the ten; the Northwest and the Rocky Mountain areas (13 members each) are the smallest. Quotas have been set for each region in the present membership campaign, with a national goal of 180 new members by June. Special mention was made of the Pittsburgh Chapter membership drive (Louis Mason, chairman) and the Detroit Chapter "showcase" banquet. The chairman indicated that he would recommend no changes in NAIRO membership categories (i.e., Active, Associate, Student) at the present time.

VII. Development Fund Chairman Frederick Routh reported receipt of $83 from members since November, bringing the Fund total to $1,090 (most of this collected in 1961). Letters inviting pledges continue to go to members, usually six months after they join NAIRO. Some old pledges are still outstanding, enough to bring the Fund total over $2,000 when paid.

VIII. Robert Greene reported for the 1962 Conference Program Committee and asked approval of the general theme, "Government and Intergroup Relations."

*** Approval of the theme was given, with the understanding that the exact wording would be refined. (Rutledge-Shinert, CARRIED). (Committee report attached). Announcement was made of a $2,400 grant from the Meyer Foundation for a series of analytical studies of civil rights in Washington, D.C., to be used as working papers for Conference sessions. Eunice Grier will chair the committee responsible for the five research documents.

*** Appointment of David A. Sawyer as Conference Arrangements Chairman, with a Washington steering committee of 7 members, was approved. (Rutledge-Routh, CARRIED).

IX. Launching discussion of the NAIRO Personnel Registry, the Executive Director presented a letter from Alexander Miller raising questions about the role of NAIRO's executive in agency recruitment of personnel, specifically the practice of recommending names of possible candidates for staff vacancies.

NAIRO's role in placement was reviewed. The Personnel Registry is open to any member who requests the service (94 are presently listed). Each receives mimeographed job descriptions of every opening posted officially with NAIRO and is expected to correspond directly with the agency if interested in the position. (Names of those on the Registry are never revealed; by Board directive, only the Executive Director and Office Secretary have access to the file). Brief descriptions are carried in the NAIRO NEWSLETTER, too, but its infrequent publication makes this an unreliable means of publicity.

Increasingly, the Executive Director has been asked to suggest names of possible candidates for job openings, often by agencies that also post the job with the Registry, but also by agencies that prefer not to list the position publicly. In any case, the practice has been to suggest five to seven names of people who seem especially suited for a vacancy, including both people on the Registry and people who have not requested listing but are believed to be available.

In discussion: There is need to publicize all openings among the entire membership, since many may not be aware of the Registry service or may not wish to have themselves listed. The Executive Director cannot possibly know the qualifications of every member or the nuances of every job situation. There is a danger of unconscious favoritism in direct recommendations; there is certainly an element of selectivity. On the other hand, the executive knows more of the field's professionals than any other person could; he should be able to offer objective suggestions, even though good people may be overlooked. The system employed by the JOURNAL OF HOUSING was suggested: available jobs (identified) and available personnel (listed annonymously) are carried each month.

*** The Registry will be continued in its present form, transmitting

detailed job descriptions to all listed members; all posted jobs will be publicized among the total membership, however, through capsule announcements in the NEWSLETTER; the Executive Director shall be free to suggest candidates upon request of an agency, including both persons listed on the Registry and persons not listed. (Rutledge-Fleming, CARRIED).

X. Harold Fleming reviewed the present crisis in recruitment and training of intergroup relations workers, noting especially the impact of current and anticipated Federal employment plans. Intergroup relations specialists to be hired shortly by the Air Force for its contract compliance work will be involved in what is essentially an experiment; if successful, other Federal agencies will follow suit. This development in contract compliance is mirrored by expansion of intergroup relations staff dealing with Federal employment policy; in time, there will also be a need for staffing of intergroup relations services that reach outside the government (e.g., HHFA, HEW). The likelihood, in any event, is that the Federal agencies will recruit 50 people from the intergroup relations field within the next six months (all at the level of GS 12 -- $8,955 -- and up) and may be seeking as many as 200 more over the next two years. This raises many questions about recruitment, the impact on non-Federal agencies, and training of replacements.

The Executive Director reported that NAIRO is moving ahead with its efforts to revive the internship program for the training of beginning workers, but is also seeking to stimulate training at more advanced levels. The first step will be a meeting of non-Federal agency representatives in New York City on February 5th; this will be followed shortly by a Washington meeting that will involve representatives of key Federal departments and agencies. Goal of the meetings is to develop an awareness of manpower needs and the acute shortage of experienced workers, to encourage the development of new training programs, and to inject a core of intergroup relations knowledge and skills into any such training (Federal or non-Federal). *** NAIRO involvement in Federal recruitment and training programs was approved (Rutledge-Routh, CARRIED), and the Committee on the Profession and the Professional was urged to speed development of professional standards, professional ethics, and ingredients of professional training (Rutledge-Shinert, CARRIED).

Advancement of NAIRO task force recommendations on "Executive Responsibility in Intergroup Relations" was reviewed by Robert Greene. The report and its suggestions have been studied by each Federal department and agency, and a number of significant changes have been effected along lines recommended by NAIRO (although it is not always clear that they came about because of the NAIRO report). On the other hand, there is a notable lack of action in some agencies, as well as a reaction to NAIRO and the intergroup relations profession that is not always sympathetic. (See Greene letter). *** A committee, to be appointed by the President, shall meet with Harris Wofford, Special Assistant to the President, to explore further steps to advance NAIRO task force recommendations for executive action; it shall report back to the Executive Committee, which is authorized to act for the Board (including, if deemed appropriate, a letter to the President on the "unfinished business" at hand). (Rutledge-Jones, CARRIED)

The proposal was advanced that NAIRO move its National Office to Washington, D. C., at the earliest possible moment. Representation of

the concerns of the intergroup relations field is urgently needed on a full-time basis, and this can and should be done best by the field's professional group -- a neutral, impartial, all-encompassing body. This is not to suggest legislative lobbying; it is a matter of attempting to encourage government agencies to develop intergroup relations programs and services, and to adopt high standards of performance for intergroup relations work.

It was argued further that the Federal government (and, therefore, Washington) is the focal point of the intergroup relations thrust today; that location of NAIRO in Washington would place it close to those developments and also closer to the Southern scene (psychologically as well as geographically); and that location in Washington would improve the NAIRO image of an "organization at the heart of things."

Counterarguments included the heavy initial expense of the move from New York City and the fact that, with no addition to staff, the emphasis on relations with Federal government would necessarily mean a reduction of services to members elsewhere and a lessening of attention to problems being dealth with by non-Federal agencies and professionals. Also noted was the fact that most major foundations and national agencies have headquarters in New York City.

*** A three-man committee, to be appointed by the President, shall explore all ramifications of the Washington move, reporting to the Executive Committee within one month; that body shall be empowered to make the final decision. (Routh-Rutledge, CARRIED)

XI. The President reported that two Commissions, Nature, Scope & Theory, and Civil Rights, still lacked chairmen. A serious re-thinking of the roles of both is needed, and questions might be raised about the logic of a commission on civil rights per se since all NAIRO commissions are concerned with facets of that broad topic. *** The Commission on Civil Rights was abolished. (Jones-Rutledge, CARRIED)

XII. Edward Rutledge reported for the Commission on Housing and Family Life: The Ford Foundation is presently considering NAIRO's application for a $24,000 grant to subsidize a national conference of leaders in the building and lending industries, the first phase in the projected five-year program in the area of equal opportunity in housing. The National Housing Center, an arm of the National Association of Home Builders, has agreed to co-sponsor the meeting if funds are granted. Some of the staff services will be provided by NAIRO, which will be reimbursed accordingly; others will be obtained on a contract or fee basis. (Harold Fleming raised questions about the wisdom of burdening NAIRO staff with this task, noting the conflict here between staff time and income (both of which are scarce) and suggesting that other program activities would suffer as a result.)

XIII. Elmer Paul Brock reported for the Commission on Interreligious Relations, which has been formed and which will shortly hold its first meeting. Abbot Rosen suggested that the composition of the Commission be restudied with a view to tapping new leadership and broadening the participation. There was also discussion of the review of intergroup implications of the Federal aid to education controversy, called for in a resolution adopted at the Annual Meeting, and it was suggested that the Commission consider including this topic in its concerns.

XIV. Marshall Bragdon reported for the Committee on the Profession and the Professional. Subcommittees on Professional Standards and on Professional Ethics and Security are still in the process of organization, but that on Educational and Professional Training has met three times in Philadelphia. The latter has decided that there is an urgent need to ascertain exactly what intergroup relations skills and knowledge the public agencies expect junior professional workers to possess (over and above such amorphous requirements as "x years of experience"), as a means of determining the ingredients of generalist training in intergroup relations. It is contemplating an appeal for foundation funds to subsidize a "desk audit" of beginning intergroup relations jobs by an experienced consultant firm.

The Board reviewed a tentative outline of the jurisdiction and function of the Panel on Professional Security, prepared by John McKnight, chairman. *** The name of the panel (and its jurisdiction) shall be broadened to Professional Integrity and Security, and a three-man committee (Lloyd Davis, Abbot Rosen, and John McKnight) shall be asked to re-vamp the panel's rules of procedure along lines generally followed by fair employment practices commissions. (Routh-Jones, CARRIED). The major alteration suggested was the following revision of the paragraphs on procedure (to be expanded by the committee):

> "The panel members, in consultation with the Legal Counsel, shall review the allegations of the complaint with the individual requesting an investigation, and then decide whether to proceed. Investigation shall include attempts to interview all the principals involved and to review any pertinent records. Upon the conclusion of the inquiry, the panel members shall report their finding of fact in written form to the Chairman of the Panel on Professional Integrity and Security.
>
> "The Chairman shall submit a report of the investigation, findings of fact, and recommendations for action, if appropriate, to the Board of Directors of NAIRO."

XV. Alan Reitman submitted a written report for the Public Relations Committee (attached). *** The report was approved without dissent. (Routh-Mason, CARRIED)

XVI. Louis Mason, coordinator of regional activity, reported that efforts would be made to stimulate regional conferences in at least seven of NAIRO's ten regions. K.C. Jones, Jr., noted that the Great Lakes meeting would be held in Chicago in June; Gregory Shinert announced plans for a North Central regional meeting in late May or early June, with special attention in the interim to organization of a St. Louis Chapter.

XVII. K.C. Jones, Jr., initiated discussion of the program activities of NAIRO Chapters with comments on the content of their monthly meetings. It was suggested that they need to develop concrete program in depth -- substantive content going beyond an occasional visiting speaker or the interagency coordinating role that many still attempt to fill. Plans of the Chapter coordinator to make available the itineraries of national agency staff travelers help to stimulate Chapter activity, but will not necessarily nurture continuing and systematic discussion of professional questions. Edward Rutledge voiced concern that Chapters have not been sufficiently involved in Conference planning or in preparation of the

XVII. annual Statement of Concern. Operations of the Conference Program and Public Policy committees this year have already been planned in such a way as to remedy this lack of participation by Chapters, it was agreed.

XVIII. Edward Rutledge presented a job description re-defining the role and function of the executive director (attached). *** The description was approved with one change, deletion of the second half of section (g) beginning: "... including such duties..." (Rutledge-Jones, CARRIED). The Legal Counsel recommended that the Board suggest a By-Laws change at the next Annual Meeting, to take cognizance of the new staff title, "executive director."

*** Approval was given to a new salary schedule of $12,500-$15,000 for the position of Executive Director, to be implemented at the earliest date practicable in the judgment of the Chairman of the Committee on Financial Development and the Executive Committee. (Shinert-Rosen, CARRIED).

It was agreed that the Personnel Committee would examine the total staff needs of the national office, with a view to re-classifying the present position of Office Secretary. Edward Rutledge noted that Frankye Brown now functions as an administrative assistant and that her job description and salary schedule should be reviewed in this light. At the same time, the need for additional office help must be studied.

XIX. There was general discussion (without resolution) of the definition of membership in NAIRO. Some suggested that the campaign to build membership was resulting in too broad an interpretation of eligibility for Active member status. They stressed the essentially professional nature of NAIRO and urged greater attention to Associate membership, possibly with some reduction in dues for that category. Others complained that the present definition of membership was too narrow and suggested that only a broad interpretation would permit the growth essential to NAIRO's survival. It was agreed that the entire question would be reviewed at the next meeting.

XX. *** The question of the role and function of the Committee on Public Policy, including the matter of limitations on Chapters in public policy statements, was tabled until the next Board meeting. (Routh-Mason, CARRIED).

XXI. The Board reviewed the program prospectus submitted by the NAIRO Commission on School Integration. In essence, the Commission sought permission to apply for a foundation grant of $10,650 to "study and interpret the nature, extent and educational implications of contrived and de facto segregation and related forms of discrimination in the public schools of the North, and to suggest effective approaches toward their elimination."

End-product of the Commission's survey would be a published report that would include: (1) a statement of the problem, (2) a summary description of existing school practices and attitudes, (3) an analysis of community factors to be assessed in planning corrective measures, together with a set of guiding principles, (4) an analysis of desegregation plans and procedures now being used, and of others that seem fruitful, and (5) the outlines of a suggested program of action.

*** The proposal was approved, with the stipulation that the budget be re-worked to include a 15% overhead allowance for NAIRO expenses in connection with the Commission's work. (Routh-Rutledge, CARRIED). *** It was further voted that, as a matter of policy (subject to such exceptions as the Board may specifically approve), all foundation appeals made in NAIRO's name shall include this 15% overhead allowance. (Routh-Fleming, CARRIED).

XXII. The Board reviewed a proposal for the establishment of Sections in NAIRO, submitted by Frances Cousens. *** Establishment of sections was approved, with the following modifications in the proposal: deletion of the suggestion that section chairmen be ex officio members of the Board, and an understanding that sections suggested (p. 2, #8) were examples only, not to be established automatically. (Routh-Rutledge, CARRIED). (Revised report attached.)

XXIII. Frances Levenson urged the establishment of a NAIRO task force on the role and function of county and municipal intergroup relations agencies, to follow the procedure and pattern of the earlier task force on executive responsibility but to develop a report that could, in this instance, be submitted to county executives and mayors. It was suggested that the task force study the role and function of both staffed and unstaffed agencies, and that it include the preparation of model ordinances suitable for various situations in cities of varying size. It was agreed that the task force would develop a report prior to the 1962 Annual Conference, submit it to the Conference for discussion, and revise it subsequently on the basis of the Conference suggestions. *** Establishment of the task force was approved. (Levenson-Rutledge, CARRIED). An earlier motion calling for establishment of a consultative service to aid communities setting up human relations commissions was defeated, but the idea was referred to the task force for further study. (Routh-Rutledge, CARRIED).

XXIV. The Board reviewed a proposal for the re-organization of NAIRO's approach to international matters and accepted the concept of an overall committee on international relations, with sub-committees (specific titles not determined) on: (a) the orientation or training in intergroup relations of U.S. government personnel sent to foreign countries, (b) the orientation in intergroup relations of foreign visitors (especially students) coming to this country, including attention to problems of discrimination that they experience, and (c) the development of contacts with intergroup relations workers in other countries, leading to the establishment of an international association (and possibly international conferences and an international center). NAIRO liaison with the United Nations would be a responsibility of the third sub-committee. (Mason-Jones, CARRIED). *** Arnold Aronson was confirmed as overall chairman of the International Relations Committee (Rosen-Jones, CARRIED).

XXV. The Board voted unanimous and appropriate thanks to the City of Pittsburgh, the Pittsburgh Commission on Human Relations, Louis Mason, Jr., the Loendi Club, and Roland Sawyer for their hospitality and courtesies.

Respectfully submitted,

FRANCES R. COUSENS
Secretary

JOHN V.P. LASSOE, JR.
Executive Director

fib

COPY

ROBERT J. GREENE
Apt. W-713, 75 East Wayne Ave.
Silver Spring, Md.

January 10, 1962

Mr. Lloyd Davis
President, NAIRO
501 East 32nd St., Apt. 1704
Chicago 16, Illinois

Dear Lloyd:

As one of the group which met with President Kennedy last summer, I subsequently met with Harris Wofford on follow-up and was later privileged to review the agency responses to the two NAIRO documents (Chapter Inventory and National Recommendations), and to participate in the discussion of the Sub-cabinet Group on Civil Rights on these reports. It seems to me that certain comments made about the findings and recommendations by these agencies are important to NAIRO. I have reference to those comments which relate to the present standing of the field: is it a profession? should it have a Civil Service Commission listing as a recognized speciality? what are to be the standards of selection for professional workers?

It seems to me important that, as stewards of the Association, the Executive Board be made aware of these comments by a group of Federal administrators who are important to us and to the concept of professional service which we hold ourselves out as representing. It seems to me, also, that your designees in the area of professional standards, ethics and integrity - Marshall Bragdon, Joe Allen, Saal Lesser and Burt Gordin - be asked to take a look at what follows and what the Board's reactions are, in order to make us better relate to the federal establishment and handle our professionalization efforts better.

The governmental comments, it will be speedily noted, go to the perennial NAIRO question of who we are and what we are and tie it with the case for a code of professional standards and, the ultimate word - "accreditation". So it is essential to know how we are viewed, and I have obtained Harris' consent to quote from parts of those reports which touch on professional standing, taking care always to so paraphrase as to avoid identifying the author or agency involved. I feel we are indebted to Harris for this opportunity to "see ourselves as (important) others see us!" And, in turn, Harris has received from us, through the time I spent in his office, an appraisal of what these agency reports show.

I therefore suggest that the following be mimeographed and circulated to the Board members in advance of the next meeting, and placed on the agenda for that meeting. I hope you will concur and request John Lassoe to have this done.

(From the response of a major agency concerned with matters of personnel and budget):

"The approach of (NAIRO's recommendations to JFK) is undoubtedly healthy. It looks toward the day when the intergroup relations practitioner can make a positive and effective contribution to the operations of the Federal establishment. It is correct in assuming that such skills will be in greater demand in the immediate future."

Then the report takes respectful exception to some NAIRO 'claims'. It terms "a rather broad assumption" that the "intergroup relations field" has at this time "developed a hard discipline of knowledge and a set body of standards for professional competence". The report acknowledges "many competent individuals" and

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"a growing body of knowledge" but says that intergroup relations workers "vary tremendously in their backgrounds and in their training, and they vary just as much in their individual approaches to particular problems". The report avows that "the image of a large corps of skilled professionals working from a reliable body of proven knowledge is a little advanced" as of now.

"This is not to say", the report continues, "that such may not be feasible in the future". The report compares intergroup relations today with sociology and economics in their "early stages". It concludes that there is a great need for such skills and welcomes "advancement of the profession" as of "profit to the Government and the nation".

(From the response of a regulatory agency):

This report endorses intergroup relations services in and on behalf of the Federal Government, but says that before the Government can act it should have "more detailed information as to the nature of the services an intergroup relations program can and will provide....There is considerable discussion in (the NAIRO recommendations) of what the Government can do for intergroup relations; there is less discussion of what intergroup relations (sic!) can do for the Government..."

The report continues "it would be desirable (to) have specifically defined objectives for governmental programs in this area....The Executive Branch...must have a blueprint of the specifics of the program".

(Response from the chief personnel officer of one of the oldest Cabinet Depts.)

"We concur with the recommendations that a firm directive defining the role and function of intergroup relations services should be issued, and that intergroup relations experience and cognate training (quoting NAIRO phraseology) should be the primary qualifications for appointment to such positions".

(Response from the chief administrative officer of one of the newer Cabinet Depts. whose work is often impacted with intergroup relations factors):

"We are not altogether convinced by the NAIRO arguments of the need to professionalize the business of intergroup relations. Without minimizing its importance, we feel that there is not clear and present need, for example, for a Civil Service roster of intergroup relations specialists".

(Response from the Assistant Administrator of a new agency whose work is only slightly related to the area of our concerns):

"Present (agency) personnel administering intergroup services have been performing these functions for several years and have considerable experience....They have not obtained, however, professional status in this field, and consideration will be given in any expansion of this staff to obtaining...persons who by training and experience qualify as professional intergroup relations workers".

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I look forward to your response, and I hope that we can "get cracking" on the program of professional standing which is a sine qua non for taking proper advantage of the current federal administrators' interest in our work and, to a lesser extent, in us. I see these opportunities for NAIRO and the field here now, and I am not personally knowledgeable that we have done enough on any of them: program services; research, basic and program-related; training, not so much on-the-job, as more basic training and federal contributions thereto; and federal agency assistance in obtaining professional recognition for the I-G relations worker.

Can we take this to the next board meeting? I plan to attend and hope for a discussion and determination on these matters. I know that some others around here share my frustration that more has not been obtained from the present "sellers' market".

Regards,

/s/ Robert J. Greene

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

22 January 1962

TO: NAIRO Board of Directors
FROM: Public Relations Committee

The immediate function of this committee is to propose a program to implement the decision previously reached by the Board and reinforced in Lloyd Davis' inaugural address: to develop NAIRO's public image more broadly and positively.

In approaching its assignment, the Committee felt the need for a clearer definition of what NAIRO's image is, in order to program ways of presenting it. This, in turn, produced the problem of determining what audiences should be approached. Should the emphasis be on the "inside" audience, persons in or close to the intergroup relations field, including governmental leaders? Or the "outside" audience, persons in the local community -- the general public. The problem was sharpened because (1) the pressing financial need suggests that our public relations emphasis be centered first on reaching potential members within the field; and (2) despite the attraction of NAIRO as a professional association to persons within the intergroup relations field, its image as a professional association makes foundations, agency board members, and other sophisticated lay leaders resistant to supporting a professional body.

Our discussion produced concensus on these points which we submit to the Board for its consideration:

1. The image that NAIRO should project is that of an association of people working in the intergroup relations field to raise and improve standards of performance. All of the activity carried on by NAIRO falls within this definition.

2. There is no conflict between public relations programming for internal and external audiences. The greater general understanding and support of NAIRO activity that is generated will prove helpful in enlarging the image within each audience, and advance the total impact. Although there will always be selection of emphases, based on available resources and other factors, NAIRO's public relations activity should stress the need to project its image to as wide an audience as possible.

3. Although the question of membership development is not a charge of this Committee, we do feel that implementation of recommendation 2 would mean seeking out and accepting into our ranks interested but non-professional persons. The Committee suggests that this emphasis and the growing need and interest in intergroup relations work, might broaden the membership base.

4. Within these principles, NAIRO's resources must be weighed to determine how they can be used to implement these principles. In fulfillment of this approach, the following specific suggestions are made.

a. Greater attention should be paid to release of information to the public, through press releases. For example, if a civil rights law or ordinance is adopted, NAIRO should comment on the need for professional standards in selecting the staff to implement the law or ordinance. When a new executive takes a major post, NAIRO's role in

personnel recruitment should be publicized. (See g. below)

b. NAIRO leaders, both nationally and locally, should be presented on radio and TV interview programs. The anniversary of a civil rights law, the creation of a human relations commission, and our recent report to President Kennedy are examples of how NAIRO's purpose could be explained to the public.

c. Wherever possible, an issue of public importance should be included on Board meeting agendas. This would provide the basis for a press conference in the different cities in which NAIRO meets and thus inform people in large metropolitan centers about NAIRO's work. Such conferences could be coordinated with local NAIRO groups so as to emphasize the national-local interconnection.

d. NAIRO chapters and regions have persons with public relations skills, but their work could be enhanced by the preparation of a public relations kit, with specific suggestions and materials.

e. A mobile exhibit for use at conferences of other professional groups and at annual meetings of allied organizations should be developed.

f. Greater interchange with other professional bodies, through exchange of speakers at annual conferences, articles by NAIRO officials in other professional journals, official liaison, use of exhibits, etc., should be encouraged. This will require the personal assistance of NAIRO members known to or members of these allied professional associations.

g. Greater publicity should be given to the Personnel Registry, its service to the field (and to the individual member), and its success in placement. This can be done by requesting allied professional bodies to carry notices of the Registry in their publications, by having NAIRO officials discuss the Registry in their public information work.

h. Greater publicity, in NAIRO publications, should be given to intergroup relations materials prepared by other agencies. This would be a service to NAIRO members and would alert potential members in other agencies as to NAIRO's existence and services.

i. Revision of NAIRO's basic informational brochure is necessary, with emphasis on these four points:

(1) Greater attention must be given to NAIRO accomplishments.

(2) Some attention must be paid to the philosophical basis of intergroup relations work, including a brief definition of the field.

(3) The brochure's appeal must be widened through a less staid approach to the subject and through somewhat more aggressive "selling" of NAIRO and its importance.

(4) Distribution of the brochure must be revitalized, especially in ways that will help it reach into other fields. This connects naturally with many of the general public information suggestions made above.

With these changes, the brochure would be useful for members and persons working in the field who are potential members.

To fulfill better its function of informing the non-professional public of NAIRO's objective, there was general agreement that a second brochure is probably needed. Written along the lines of the mimeographed piece, "What Is NAIRO?", it would be more historical and philosophical in nature, and would serve as a background document (especially for those less familiar with the intergroup relations field) for a number of years. (The brochure must necessarily avoid the dated nature of the standard membership leaflet, which lists current officers and gives dates and data that change each year.)

* * * * * * * * * *

There was complete understanding that implementation of any or all of these suggestions would depend on NAIRO's financial ability to support them. No budget was prepared on the theory that Board approval for the general ideas must be obtained before the hard reality of effecting the program is undertaken.

Alan Reitman, Chairman
Seymour Posner
Teresa M. Crowley
Paul L. Klein
Dave Hyatt
Frances Levenson
John B. Sullivan
Joseph Monserrat
Theodore Leskes
Irving Goldaber

fib
NAIRO
January, 1962

DRAFT

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 West 58th Street New York 19, New York

JOB DESCRIPTION I:
NAIRO
EXECUTIVE DIRECTOR

Context. As the professional association of intergroup relations workers, NAIRO represents a relatively new and unformed profession. It must function as a creative force in the definition and development of a field still shrouded in confusion and subject to strong negative biases. Much of the needed creativity, "image-making," and innovation must originate with the chief executive officer, who is presently the only full-time exponent of the field, and one who has no conflicting allegiances. He should function as a "strong executive," taking care that he does not usurp the broad policy-making functions of the Board or the membership -- and that he does not inhibit or discourage the sort of dedicated and active participation by officers, directors, and members that has kept NAIRO alive for fourteen staffless or short-staffed years.

* * * *

Function. Within the limits of broad governing policy adopted by the Board or membership, and subject to direction or approval by the Board or officers, the Executive Director shall be responsible for:

(a) implementing policy decisions of the Board and membership, participating (without vote) in their formulation and with freedom to initiate policy proposals;

(b) initiating and directing program activities that are not the assigned responsibility of committees or other NAIRO bodies, and coordinating those activities that are;

(c) serving as a public spokesman for, and interpreter of, NAIRO and the profession, both inside and outside the intergroup relations field;

(d) coordinating or initiating approaches to foundations and other activities designed to secure funds for basic operation of the Association and for such program or staff expansion as shall be approved by the Board;

(e) establishing and maintaining liaison with individual members and other professional workers, intergroup relations agencies, educational institutions, professional associations and other organizations in allied fields, foundations, and arms of government at all levels;

(f) supervising and coordinating the activities of NAIRO staff workers, with primary responsibility for their selection;

(g) administering the affairs of the Association, including such duties of the Treasurer and Secretary as shall be delegated to him by the Board; and

(h) serving the members, committees, Commissions, Chapters, and regions of NAIRO, with freedom to initiate proposals for their study or action.

fib
January, 1962

MEMORANDUM

TO: Officers and Members of National Board of Directors

FROM: Frances R. Cousens

SUBJ: Proposed Change in Structure of NAIRO Departments

DATE: February 1, 1962

An evaluation of the structure and function of NAIRO reveals some agreement that, for some time, the departments have not been as effective as they should be, nor as effective as other divisions of the Association.

The reason for this may grow out of the fact that, under the department formula, members are automatically stratified on a mechanical and, perhaps, spurious assumption that type of agency is a valid factor in delineating interest areas, rather than on criteria of professional concern or responsibility.

National conferences have demonstrated that members are more likely to seek, congregate, and communicate with their counterparts by type of assignment, regardless of employing agency. Thus, specialists in housing, manpower, research, and other problem areas in all agencies tend to have more in common than do all staff members of local public, local private, or state agencies and the like.

This being the case, a rationale may be provided for the elimination of departments and for the Commissions to stand alone. There is a weakness in this position, however. The Commissions have been, traditionally, oriented in the direction of substantive, theoretical considerations, with less attention to the practical, problem-centered approach.

In view of these facts, I should like to present, for Board discussion and subsequent action, the following suggestions:

1. that the departments be abolished;

2. that sections be established to supplant them;

3. that each section be chaired by a NAIRO member in good standing who is competent in the specific problem area;

4. that the chairman of each section be appointed by the President to serve for one year or more;

5. that the section chairmen be empowered to name a committee to assist them in a variety of ways, including planning of a section meeting at the national conference;

6. that participation in each section by rank-and-file members be completely voluntary, with choice indicated by new members at the time of joining NAIRO and that present members be permitted to indicate their choice by means of a form included in a regular mailing to the membership and forwarded to each section chairman;

7. that sections be given opportunity and responsibility for one session at each national conference, the content of such session to be planned by the section chairman and his committee;

8. that sections be established immediately to deal with such matters as:

   a. school and community relations;
   b. religion and community relations;
   c. police-community relations;
   d. legislation and litigation;
   e. urban renewal;
   f. migration;
   g. organized labor;
   h. compliance;
   i. public administration;

Others could be added on request of members of NAIRO and acted on by the Board.

Perhaps the most important rationale for establishing sections lies in the opportunity to attract professionals from other fields into NAIRO. The "field" or interdisciplinary approach to social problems is becoming pervasive. A lesson can be learned from the efforts of many fields and agency professionals converging on the problem of aging. Conferences on gerontology attract professionals from medicine, economics, psychology, sociology and public administration, to name but a few.

The problems encountered in civil rights could also benefit from such a coordinated interdisciplinary approach. Professionals from the schools, the churches, social assistance agencies and governmental units are becoming increasingly aware of the intergroup relations implications inherent in what they do. NAIRO could benefit from the insights of other professional fields as well as bring to them the benefits of our experience and knowledge.

I trust that the Board will take favorable action on these suggestions.

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

14 March 1962

TO: NAIRO Personnel Registry
FROM: John V.P. Lassoe, Jr., Executive Director
SUBJECT: Job Vacancy (1)

The Illinois Commission on Human Relations seeks a human relations consultant. Monthly salary range: $550 - $670.

Desirable Requirements

Education - Requires knowledge, skill and mental development equivalent to completion of four years college with courses in the social sciences.

Experience - Requires three years responsible experience in a recognized human relations, community relations, intergroup relations agency or other similar agency.

Requires extensive knowledge of social, cultural and economic factors of intergroup relationships.

Requires extensive knowledge of the housing industry, health services and employment fields as they relate to human relations problems.

Requires extensive knowledge of the commission's programs, policies and services, and sympathy with its objectives.

Requires extensive knowledge of civil rights laws and statutes.

Significant Responsibilities

Requires ability to plan and direct program development in the field of human relations.

Requires ability to thoroughly investigate complaints of discrimination impartially, and to work constructively towards the resolution of complaints.

Requires ability to secure cooperation of the public, governmental officials and human relations groups in furthering equality of opportunity for all citizens.

Requires ability to plan and prepare informative articles and materials and to deliver speeches on human relations subjects.

Requires ability to make clear and comprehensive reports.

FOR FURTHER INFORMATION, contact: Illinois Commission on Human Relations
160 North LaSalle Street
Chicago 1, Illinois
Telephone: FInancial 6-2000, Ext. 583

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

EXECUTIVE COMMITTEE MEETINGS
March 14 & March 30, 1962
Washington, D.C.

COMBINED MINUTES

Present: March 14 - Lloyd Davis, presiding; Harold Fleming, Irving Goldaber, Frances Levenson, Abbot Rosen, Edward Rutledge, John Lassoe.

March 30 - Lloyd Davis, presiding; Frances Cousens, Harold Fleming, Frances Levenson, Frederick Routh (absent during action on personnel), Edward Rutledge, John Lassoe. Guests: K.C. Jones, Jr., Albert Nellum.

The first meeting opened with the report of the Treasurer, Irving Goldaber. He indicated that NAIRO's annual budget now amounted to $35,900, which figure did not include the $3,500 loan repayment to K.C. Jones, Jr. The loan had been renegotiated on March 12 for an additional 3-month period, with bank interest to date paid at that time. Money in hand suggested that normal expenditures would be covered without difficulty through the next three months, but that this did not allow for repayment of the loan and might not fully provide for payment of an outstanding printer's bill (JOURNAL, Volume II, No. 4).

In response to a question raised by the Treasurer, the Executive Committee ruled officially that interest earned by the Severance Pay Reserve fund in a savings account should accrue to the Executive Director, the entire sum payable upon his departure in April.

After considerable discussion, the Executive Committee agreed on the following action to fill the post of Executive Director: Notify all members of the opening by a special mail announcement, inviting those interested to communicate at once with the President and reminding applicants that a move to Washington was being considered. It was agreed that the starting salary for the position would be $12,500, a figure authorized "in principle" by the Board at its February meeting. It was also agreed that promising candidates would be encouraged to come to Washington for the next meeting of the Executive Committee (March 30th).

* * * *

The second meeting opened with the announcement by Edward Rutledge that the Ford Foundation had approved a grant of $24,000 to NAIRO for the holding of a national conference of leaders in the housing and banking industries to discuss equal opportunity in housing. Noting that the grant budget included a substantial item for staff services to be rendered, he asked that consideration be given to the employ-

ment of an assistant director -- at least for the duration of the project (i.e., six months), hopefully longer if additional funds can be found.

(FLEMING-LEVENSON) Moved and seconded (1) that the National Office be transferred to Washington, D.C., as soon as practicable, (2) that the Association seek funds for NAIRO's general support, stressing the new demands made on NAIRO and its budget by the Washington move and by the housing project, and (3) that there be established as an urgent objective the employment of a second professional staff member on a permanent basis, with the understanding that if a competent person can be found to accept the position on a temporary basis, the Association move at once to hire him for the duration of the housing project. CARRIED. The President agreed to appoint a committee to help in the raising of special funds to meet new program demands.

Sitting as a Personnel Committee, the Executive Committee then reviewed mail applications and interviewed candidates who were present.

(RUTLEDGE-COUSENS) It was moved and seconded that Frederick B. Routh be employed as Executive Director of NAIRO, effective May 15th, and that -- in view of his prior commitment to direct the Encampment for Citizenship in San Francisco (from late June through August 11th) -- a committee be appointed to meet immediately with the Encampment for Citizenship, to seek their agreement to a dissolution of that contract. CARRIED. Mr. Routh accepted the appointment under the terms offered. In discussion, the new Executive Director emphasized the fact that he would have to honor the contract if the Encampment was not willing to release him, but that he would accept the release if it could be obtained by the committee.

After considerable discussion of the desirability of enlarging the staff at this time, balancing general financial prospects against the demands of the housing project, it was moved and seconded (RUTLEDGE-COUSENS) that, recognizing the right of the Executive Director to select his own staff, the Executive Committee authorizes the employment of an assistant director for a guaranteed period of six months at a salary of $10,000 annually ($5,000 for the six-month span) and recommends that Albert L. Nellum be employed in that position. CARRIED. The new Executive Director accepted the recommendation and the position was offered to Mr. Nellum, who promised to give his reply within one week.

The Executive Director was instructed to draft a letter to all who had applied for the position of Executive Director, thanking them for making themselves available for this service to NAIRO. He was also asked to communicate the Executive Committee's decision to the full Board of Directors at the earliest possible date.

Respectfully submitted,

JOHN V.P. LASSOE, JR.

fib
April, 1962

NAIRO
Gen

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

11 April 1962

TO: NAIRO Personnel Registry
FROM: John V.P. Lassoe, Jr., Executive Director
SUBJECT: Job Vacancy

The National Catholic Conference for Interracial Justice seeks a field representative. Salary not yet determined.

Desirable Requirements

Education - Knowledge and skills equivalent of good college liberal arts education, with graduate work preferred in sociology and related fields.

Experience - Several years background in human relations field, community organization, politics or similar fields. Prefer wide general experience background in human relations or intergroup relations, rather than specialized work.

Prefer extensive operating knowledge of Catholic world in the U.S., with experience in relation to some of the newer Catholic organizations such as the Young Christian Students, the Young Christian Workers, Christian Family Movement .... Sophistication re Catholic structures and movements.

Wide readership of practical and theoretical intergroup relations literature.

Responsibilities:

Work in Conference main office in Chicago, largely in relationship to Catholic interracial organizations in "Northern" states, and directly with some of the national Catholic structures, and with diocesan officials.

Preparation of special program reports and materials in a variety of program areas.

Field work with local Catholic interracial organizations: consult on program development, leadership training, organizational assistance, etc.

Writing of articles and public speaking.

Possibility of eventual specialization in one field of work.

FOR FURTHER INFORMATION, contact: National Catholic Conference for Interracial Justice
21 West Superior
Chicago 10, Illinois (MO 4-8222)

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NAIRO - April, 1962

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NAIRO

NEWSLETTER

April, 1962

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO's report to its 884 members across the country concentrates this time on some dramatic program developments, a major staff (and office) change, sweeping personnel shifts in the field, and continuing activity on old and new frontiers.

$24,000 GRANT TO NAIRO The Ford Foundation has approved a grant of $24,000 to NAIRO for a national conference of leaders in housing, urban renewal, city planning, mortgage banking, and government "to discuss means of achieving equal opportunity in housing and urban redevelopment." The conference, set for October, is the first phase of a projected five-year program developed by NAIRO's Commission on Housing and Urban Life under the chairmanship of EDWARD RUTLEDGE (New York State Commission for Human Rights). Included in the grant: provision for post-Conference publication of working papers -- four original case studies of integration efforts in suburban and center city developments. (Significant note: the National Housing Center will co-sponsor the unprecedented top-level meeting.)

NEW DIRECTOR FOR NAIRO Appointment of FREDERICK B. ROUTH as NAIRO's new executive director, effective May 15th, was announced this month by LLOYD DAVIS, president, after unanimous action by the NAIRO Executive Committee. Meeting in Washington, D.C., on March 30th, the Committee considered applications from eight veteran professional workers before voting to invite Routh to succeed John Lassoe in that position.

Executive director of the Michigan Fair Employment Practices Commission since 1959, Routh served earlier (1954-1959) as assistant director of the Southern Regional Council and before that (1951-1954) as assistant professor (Department of Human Relations) at the University of Miami. He was president of NAIRO in 1959-1960 after terms in office as vice-president and president-elect, and has since served as chairman of NAIRO's Commission on Nature, Scope & Theory and its Development Fund. Routh was born in Michigan, reared in Florida, received A.B. and M.A. degrees from the University of Miami, and completed doctoral work at the Center for Human Relations Studies, New York University. He served as a Naval Air Intelligence Officer in World War II.

NAIRO WASHINGTON MOVE VOTED Acting under authorization voted by the Board of Directors at its February meeting, the Executive Committee approved relocation of the NAIRO National Office to Washington, D.C. The move, set for May or early June, will provide the intergroup relations field with "full-time representation of its professional concerns, including the attempt to encourage government agencies to develop new intergroup relations programs and to adopt high standards of performance for intergroup relations work and workers."

FRANKYE I. BROWN, NAIRO's Office Secretary since 1957, will accompany the National Office when it moves to the nation's capital. (Note: Change-of-address notices will be sent to the entire membership shortly before moving day.)

NEW ASSISTANT APPOINTED ALBERT L. NELLUM has accepted interim appointment as assistant director of NAIRO, also effective May 15th. Moving to implement earlier (January, 1960) Board approval of staff expansion, the Executive Committee voted on March 30th to authorize immediate employment of an assistant director for a six-month period, to help provide essential staff services for the forthcoming national conference on equal opportunity in housing. It was

decided further to establish "as an urgent objective" the employment of an assistant director on a permanent basis, and special funds will be sought.

Nellum has been employed by the Chicago Commission on Youth Welfare since 1960 and presently serves as director of its Temporary and Emergency Services Division. A NAIRO intern during that program's first year (1957-1958), he received his on-the-job training in the Catholic Interracial Council of Chicago and later became its Schools Consultant (1958-1960). He attended Chicago schools, graduated from Loyola University in 1955, and served with the U.S. Army in Japan and Korea.

TASK FORCE: 1961 — NAIRO's "task force" recommendations for executive action in intergroup relations, presented to President John F. Kennedy at the White House in late August, received careful attention in subsequent self-surveys by Federal departments and agencies. The report, together with an earlier NAIRO survey of Federal intergroup relations services, was referred by the President to a sub-Cabinet-level group of administrators for their study in implementation of the Administration's civil rights policy. A number of recent developments in Federal departments and agencies have mirrored some of the NAIRO recommendations, and a re-constituted "task force," to be named by President LLOYD DAVIS, will meet shortly to review additional steps that might be taken in the Executive Branch.

TASK FORCE II: 1962 — Encouraged by the far-reaching implications of its "task force" report on Federal intergroup relations activity, NAIRO's Board of Directors moved in February to develop a similar approach at the local level: the role and function of county and municipal intergroup relations agencies will be analyzed by a special committee of experienced professional workers during the next few months. Hope was expressed that their draft report with its recommendations will be available for discussion at the Annual Conference; the final version will be presented to the nation's mayors and other executives late in 1962. (Impetus for Task Force II was provided by NAIRO Vice-President FRANCES LEVENSON, National Committee Against Discrimination in Housing, who first advanced the idea.)

MANPOWER CRISIS IN THE FIELD — Current and anticipated Federal recruitment of intergroup workers will draw fifty from non-Federal agencies during the first six months of 1962 and as many as 200 more over the next two years, according to reports from Washington, and representatives of key non-Federal groups met recently in New York City -- at NAIRO's invitation -- to discuss implications of this recruitment for their own staff situations. Concern over current and future shortages of experienced workers was underscored by state and municipal agencies already experiencing grave difficulty in filling junior positions; several have been forced to lower entrance requirements in order to qualify workers.

Early development of training opportunities at both the entrance and middle levels was urged by participants in the New York City meeting, and several institutions and agencies suggested programs that might be inaugurated to meet urgent needs. Meanwhile, Federal intergroup relations training was launched in February with a week-long institute for employment policy officers conducted by the Civil Service Commission; other training programs for Federal workers were reported likely to follow, possibly under contract with private institutions.

NAIRO ON THE TRAINING FRONT — Moving to help meet the field's training needs, NAIRO stepped up its efforts to revive the National Internship Program, hopefully for as many as forty trainees annually. An earlier proposal for a Southern Field Training Program, limited to Southern workers and agencies, was broadened late in 1961 to offer training in all parts of the country. Funds are still being sought. Proposed modification of the old program: a two-month training session for all interns before assignment to local agencies.

The Educational and Professional Training Committee (BURTON GORDIN, Philadelphia Commission on Human Relations, chairman) is seeking funds to subsidize a task analysis or "desk audit" of the work of junior professional staffers, in order to develop a profile of the skills and knowledge demanded of entering workers. From this will be developed the recommended ingredients of intergroup relations training programs.

NAIRO SCHOOL SURVEY SET — At its February meeting, the Board of Directors gave approval to a nationwide study proposed by the Commission on School Integration (RICHARD L. PLAUT, National Scholarship Service and Fund for Negro Students, chairman). Funds will be sought "to study and interpret the nature, extent, and educational implications of contrived and de facto segregation and related forms of discrimination in the public schools of the North, and to suggest effective approaches toward their elimination."

ATLANTA CHAPTER CHARTERED — Chartering of a Greater Atlanta Metropolitan Area Chapter brought to eleven the NAIRO Chapters now operating around the country. ROBERT THOMPSON (Atlanta Urban League) is the first chairman of the new group; the Rev. JOHN B. MORRIS (Episcopal Society for Cultural and Racial Unity) serves as vice-chairman.

NAIRO EXECUTIVE RESIGNS — After five years as NAIRO's executive director, JOHN LASSOE resigned late in February to accept a post in the Episcopal Church. Scheduled to leave NAIRO on April 15th, he will then become executive secretary of the Division of Church and Community Studies in the National Council of the Episcopal Church, New York City.

ESTABLISH NAIRO SECTIONS — Acting on a proposal submitted by Secretary FRANCES COUSENS (Michigan FEPC), the Board authorized formation of Sections in NAIRO, voluntary groupings of members by agency assignment or functional specialization. Among Sections suggested for early organization if interest warrants: school-community relations, public relations, police-community relations, migration services, religion and community relations, investigation and compliance, law and legislation. Sections would meet at Annual Conferences -- and possibly in cities with a number of members; occasional newsletters have also been suggested.

1962 CONFERENCE THEME VOTED — The role of Federal, state, and local government in intergroup relations will be the major subject for discussion at NAIRO's Sixteenth Annual Conference in Washington, D.C. (Sheraton Park Hotel: November 28 - December 1). The Board voted approval of the theme on the recommendation of the Conference Program Committee (ROBERT J. GREENE, Urban Renewal Administration, chairman), later approved the appointment of DAVID SAWYER (Commissioners' Council on Human Relations) as Conference Arrangements Committee chairman. Announcement was also made of a $2,400 grant from the Meyer Foundation for a series of analytical studies of civil rights in the District of Columbia, to be used as Conference working papers. EUNICE GRIER (Washington Center for Metropolitan Studies) will head the Research Committee for the project.

MEMBERSHIP GOAL ANNOUNCED — Membership Chairman ABRAHAM CITRON (Jewish Community Council, Detroit) has announced a drive for 1,000-member level by June, an increase of 116 over the April 1st mark. (The current 884 total represents a net gain of 47 since the 1961 Annual Conference.) Regional quotas have been set, and at least two Chapters (Pittsburgh, Detroit) report membership drives under way. (Re-structuring of the regions, voted by the Board in November, made the Great Lakes and Mid-Atlantic areas the largest of the ten.)

JOB CHANGES NOTED

LLOYD DAVIS is now executive assistant to the Assistant Postmaster General for personnel, Washington, D.C. (was with Urban Renewal Administration, Chicago). Also serving with the U.S. Post Office Department: ELMER BROCK, recently promoted to Deputy Assistant Postmaster General, and SAMUEL SIMMONS (Michigan Labor Mediation Board), named to new 3-man Board of Appeals.

GEORGE W. CULBERSON is now intergroup relations specialist for the U.S. Air Force, headquartered near Washington, D.C., and will head new contract compliance program across the country. Among staff already recruited: OWEN P. KIELY, in Harrisburg (was with Pennsylvania Human Relations Commission); WALTER GREENE, in Detroit (was with Michigan FEPC); and HAROLD HUNTON, in New York City (was with New York City Commission on Human Rights).

DENNIS CLARK is now executive secretary, Catholic Interracial Council of New York (was with Philadelphia Commission on Human Relations) . . . LOUIS MASON, JR., has been named as executive director, Pittsburgh Commission on Human Relations. He succeeds George Culberson -- and vacates the post of deputy director, to which MICHEL ISKANDER of the Commission staff has been appointed.

ROBERT J. GREENE is now an intergroup relations officer, Urban Renewal Administration, Washington, D.C. (was with the American Jewish Committee in the same city). JOHN HOPE, II, is now assistant director of the President's Committee on Equal Employment Opportunity (was with the Race Relations Department, Fisk University). Named to the same staff during the summer, as education director: JOHN BINKLEY (was with Colorado Anti-Discrimination Commission).

GEORGE NESBITT, formerly with the Urban Renewal Administration, has been named director of the low-income housing demonstration program, Housing and Home Finance Agency . . . SHELTON B. GRANGER, on a year's leave of absence from Cleveland Urban League, will serve as a consultant for community organization, President's Committee on Juvenile Delinquency and Youth Crime. . . STANLEY LEIBNER has been named to a new post with the U.S. Civil Rights Commission, Washington, D.C. (was with New York State Commission for Human Rights).

HOWARD MC KINNEY is executive director of the new West Virginia Commission on Human Rights (was with the Erie, Pennsylvania, Community Relations Commission). ANDREW FREEMAN is the new executive director of the Philadelphia Urban League (he was with the Columbus, Ohio, Urban League) . . . IRVING LEVINE is area director for the American Jewish Committee, Cleveland (was with the Indianapolis Jewish Community Relations Council).

HARRIS L. WOFFORD, JR., formerly President Kennedy's special assistant for civil rights, has been named as Peace Corps representative in Addis Ababa, Ethiopia. JOHN F. DELURY is now special assistant to California State Senator J. Eugene McAteer, San Francisco (was with California FEP Division) . . . Mrs. CERNORIA JOHNSON has joined the National Urban League staff as director of its new office in Washington, D.C. (was with National Board of YWCA).

PATRICK MURPHY MALIN has been named as president of the Robert Colleges in Istanbul, Turkey (was executive director, American Civil Liberties Union for 12 years) . . . F. PETER LIBASSI has joined the staff of the U.S. Commission on Civil Rights (was with New York State Commission for Human Rights) . . . EDWARD HOLMGREN is now executive director of Baltimore Neighborhoods, Inc. (was with Chicago Urban League).

MADISON S. JONES is the new executive director of the New York City Commission on Human Rights (was with New York City Housing Authority) . . . RALPH KING is

the new education director, Manhattan-Westchester office, National Conference of Christians and Jews (was with NCCJ in Philadelphia) . . . WILLIAM T. WHITE, JR., has been named to the staff of the California Division of Fair Employment Practices, Southern California office (was with Los Angeles County Commission on Human Relations).

GEORGE GRIER has accepted a special assignment with the Department of Health, Education, and Welfare (was with The Brookings Institution) . . . WALTER CARRINGTON has been serving since October as Peace Corps Area Chief in Sierra Leone (he had been a commissioner in the Massachusetts Commission Against Discrimination) . . . DANIEL JACOBOWSKI has left the staff of the St. Paul Fair Employment Practice Commission.

DANIEL S. ANTHONY has been on leave from the Mayor's Commission on Group Relations, Newark, for nine months, studying at Rutgers as one of five Americans selected as Urban Studies Fellows . . . HARRY BOYTE is now with the American Friends Service Committee, Farmville, Virginia (was with Atlanta Council on Human Relations) . . . LAWRENCE LUCKS is directing the Southern California office of the California FEP Division (was with the American Jewish Committee, Detroit).

CLIFFORD RUCKER is intergroup relations specialist, U.S. Department of Commerce, Washington, D.C. (was with Governor's Human Rights Commission, Minnesota). Other Minnesotans on the Washington scene: WILFRED C. LELAND, chief, Lake States Region, Area Development Administration, and RICHARD K. FOX, special assistant to the Deputy Assistant Secretary of State, U.S. State Department (both were with the Minnesota Fair Employment Practices Commission).

JOHN A. MARTIN, JR. has joined the staff of the Bay Area Urban League and is based in Oakland, California (was teaching at Tufts College) . . . CORINNE SCHREIDER has left the Encampment for Citizenship, New York City . . . THE REV. HENRY HERNDON, (Christ Episcopal Church, Wilmington) has been named as the first chairman of the Delaware Human Relations Commission.

HOWARD ROBERTS is intergroup relations specialist, Urban Renewal Administration, Chicago (was with Chicago Urban League) . . . W. HAMPTON MC KINNEY has joined the staff of the Chicago Urban League . . . VIOLA KANATZ is the new assistant director of the Minnesota FEPC.

LEADERSHIP LIST — Reporting belatedly on appointments and elections under the new NAIRO Administration (LLOYD DAVIS's presidency): Elected to the Executive Committee, to serve with the six officers, HAROLD C. FLEMING (Potomac Institute, Washington, D.C.), A. ABBOT ROSEN (Anti-Defamation League, Chicago), and FREDERICK B. ROUTH (Michigan FEPC). ROSEN was also named as NAIRO's Legal Counsel, becoming an ex officio member of the Board.

ABRAHAM F. CITRON (Jewish Community Council, Detroit) was named as Membership Committee chairman, also an ex officio Board post. Appointed as Regional Chairmen for one-year terms on the Board were: K.C. JONES, JR. (Community Relations Board, Cleveland), Great Lakes; PERCY H. WILLIAMS, JR. (President's Committee on Equal Employment Opportunity), Mid-Atlantic; GALEN MARTIN (Kentucky Commission on Human Rights, Frankfort), Middle South; GREGORY SHINERT (Missouri Commission on Human Rights, Jefferson City), North Central.

Also: STANLEY LEIBNER (then with New York State Commission for Human Rights, New York City), Northeast; E. SHELTON HILL (Portland Urban League), Northwest; EDWARD TERRONES (Colorado Anti-Discrimination Commission), Rocky Mountain; GARNET GUILD (American Friends Service Committee, Austin, Texas), South Central; RICHARD SHAPIRO (Anti-Defamation League, Atlanta), Southeast; and ERWIN FEIERTAG (American Jewish Committee, Los Angeles), Southwest. Board member LOUIS MASON, JR. (Commission on Human Relations, Pittsburgh) was appointed to coordinate regional activity.

To head NAIRO's Commissions, President LLOYD DAVIS appointed -- with Board approval: H. HARRY GILES (School of Education, New York University), Education; EDWARD RUTLEDGE (New York State Commission for Human Rights), Housing and Urban Life; ELMER PAUL BROCK (U.S. Post Office Department, Washington, D.C.), Interreligious Relations; JOHN HOPE, II (President's Committee on Equal Employment Opportunity, Washington, D.C.), Manpower Utilization; OSCAR COHEN (Anti-Defamation League, New York), Research Services; and RICHARD L. PLAUT (National Scholarship Service and Fund for Negro Students, New York), School Integration.

Named to Committee chairmanships for 1961-1962 were: ROBERT J. GREENE (Urban Renewal Administration, Washington), Conference Program; DAVID A. SAWYER (Commissioners' Council on Human Relations, Washington), Conference Arrangements; IRVING GOLDABER (New York City Commission on Human Rights), Finance; ARNOLD ARONSON (National Community Relations Advisory Council, New York City), International Relations; JOHN SLAWSON (American Jewish Committee, New York), Interprofessional Relations; JOHN L. MC KNIGHT (Illinois Division, American Civil Liberties Union), Panel on Professional Ethics and Integrity.

Also: GEORGE W. CULBERSON (U.S. Air Force, Washington, D.C.), Public Policy; ROLAND SAWYER (United Steelworkers of America, Pittsburgh), Financial Development; ROGER NATHAN (Illinois Human Relations Commission, Chicago), Sponsors; ALAN REITMAN (American Civil Liberties Union, New York City), Public Relations; ELEANOR DUNGAN (Chicago Commission on Human Relations), Life Memberships; FREDERICK B. ROUTH (Michigan FEPC), Development Fund.

Also: MARSHALL BRAGDON (Mayor's Friendly Relations Committee, Cincinnati), Profession and The Professional; ALEXANDER J. ALLEN (National Urban League, New York), Professional Standards; SAAL LESSER (Encampment for Citizenship, New York), Professional Ethics and Integrity; BURTON I. GORDIN (Philadelphia Commission on Human Relations), Educational and Professional Training.

In a move designed to spread some of the burden of the office, President LLOYD DAVIS instituted the office of Presidential Assistant and named the following to oversee program activity or advise on policy in specific areas: DAVID R. COHEN (Chicago Commission on Human Relations), administration; JOHN DELURY (Office of State Senator McAteer, California), public relations; MAURICE FAGAN (Philadelphia Fellowship Commission), NAIRO Commissions; LOUIS MASON, JR. (Pittsburgh Commission on Human Relations), NAIRO Regions; ALEXANDER MILLER (Anti-Defamation League, New York), NAIRO Chapters; JOHN RIORDAN (Office of Congressman John Shelley, Washington, D.C.), legislation; and JAMES WILSON (Joint Center for Urban Studies, Cambridge, Mass.), urban affairs.

NAIRO's Journal of Intergroup Relations acquired a new Editorial Board chairman and several new members (one-third of the Board rotates off each year). SHELTON GRANGER (President's Committee on Juvenile Delinquency and Youth Crime, Washington, D.C.) will head the Board. Other additions: Dr. HELEN AMERMAN (Berkeley, California); Mrs. OLIVIA FILERMAN (Chicago Urban League); GEORGE NESBITT (Housing and Home Finance Agency, Washington, D.C.); FREDERICK B. ROUTH (Michigan FEPC); MILTON SENN (Anti-Defamation League, Los Angeles); Dr. THEO SHEA (St. Louis University Human Relations Center); and JOHN Y. YOSHINO (President's Committee on Equal Employment Opportunity). YOSHINO was asked to head the Circulation sub-committee; THEODORE LESKES (American Jewish Committee, New York), retiring Board chairman, will chair the Manuscripts sub-committee.

REGRETFULLY NOTED — NAIRO lost two members and one colleague, all good friends, during the past year: ABRAHAM L. FEINBERG (American Jewish Committee, Cleveland) died in June; WILLIAM VICKERY (National Conference of Christians and Jews, New York), in November; and FRED B. WOOD (retired California Court of Appeal Justice, Berkeley), in December. We shall miss each of them....

LAST WORD — I (John Lassoe) bid each and every member of NAIRO an earnest and truly affectionate farewell. These five years have been good ones!

NAIRO - Gen -

REPORT OF THE 1962 NAIRO CONFERENCE PROGRAM COMMITTEE
TO THE BOARD OF DIRECTORS, MAY 23, 1962

In meetings held since January, nationally-arrayed members of a thirty-four persons committee have been planning the NAIRO Sixteenth Annual Conference in Washington, Wednesday, Nov. 28 - Saturday, Dec. 1, 1962. Meetings have been held in New York and in Washington and on four separate occasions. This has been supplemented by the determinations of a six-member Research and Publication Panel which is administering a Eugene and Agnes E. Meyer Foundation Grant for analytical papers on phenomena in the Washington community.

There has been continuing consensus within the committee, and its sub-groups, to organize this year's NAIRO Conference around issues and problems, relating this to the traditional field area divisions (e.g. employment, housing, education, public accommodation, voting, protection of the person) as the content warrants - rather than the reverse pattern which has obtained in most previous years. This approach generally governs in small group sessions as well as in major presentations.

The committee has been supported in its work by letters received from local NAIRO leaders and holders of various national appointive positions. Thus, there have been circulations, with modest but useful results, of 1) chapter and regional chairmen as to their thoughts on the conference theme and content. 2) several solicitations of the total Conference Program Committee for thematic, subject and "How To" Clinic material, and 3) inquiry of all committee, regional and commission chairmen and NAIRO "coordinators" as to their time and space requirements during the conference.

The Conference theme, "The Role of Government in Intergroup Relations," was adopted at the February meeting of the Board. Clearly understood was that this included all levels of government. The Conference Program Committee has also operated under two understandings of Board intent: 1) NAIRO Commissions, now generally geared to a three year project functional base need not necessarily have the classical block of time set aside for their sessions, but such commissions as wish to meet will be provided for through a portion of time for varied, smaller group meetings, and those with major reports to make will be worked into conference-wide sessions and; 2) NAIRO Sections, created in February, are still too new to be plotted into the 1962 Conference, but will be represented in subsequent conferences.

THE CONFERENCE OUTLINE - Notes in Explanation of the Attached Time Schedule & Summary

Good fellowship and renewal of acquaintanceships being a function of the first hour of a NAIRO Conference, the Committee proposes a coffee hour for the period when conference registration is underway.

A - The Keynote Address This is seen as a reflective presentation placing in perspective the raw material of today's world which is the substance with which we work. Content will include urgent concerns facing the field, the character of intergroup conflict the world over, and the group-bases for such contention - in short an attempt to place in perspective what we do in the reality-setting in which we function.

Speaker - First Choice: RALPH BUNCHE; Second Choice: ADLAI STEVENSON; Third Choices: CHESTER BOWLES or EDWARD R. MURROW; Fourth Choices: SENATORS EUGENE McCARTHY or JOHN SHERMAN COOPER.

B - "The Changing Character of Intergroup Practice; Forces and Factors Affecting the Field"

This is the "Big Picture, Professionally" paper. It is seen as a major conference effort, upon which rests not only the success of the small group discussions to follow, but in lesser measure the quality attained by subsequent conference offerings. This paper is conceived upon the premise that nothing is changing quite so fast as the arena of civil rights and the structure and machinery within the intergroup relations field. In this far ranging address the following ought to be covered: 1) the substantial entrance of the federal government into the business of working at various intergroup relations problems and its abandonment of a former neutrality on these issues; 2) the imposing question of developing new relationships between federal and local, public and private agencies and the companion matter of a rethinking of role on the part of private agencies; 3) the accelerating pace of technology's effect on the labor market and on patterns of living; 4) trends toward more militant action by often local, indigenous groups and a sometimes disdain on the part of "direct actionists" toward the pre-existing agencies and government instrumentalities; 5) new concerns on the interreligious front flowing from public aid to schools and religious practices in the classroom plus the changing power relationships of the contending groups; 6) the proliferation of "local publics" and, perhaps to a lesser extent, of local privates ironically at a time when the advent of federal interest means an increased competition for scarce qualified workers; 7) the continued dearth of recognized training institutions for the field and the absence of public monies for training and for research; 8) the uneven pattern by which workers are selected and the lack of objective devices for determining qualifications and for measuring performance. In short "horse and buggy" era intergrouping in a scientific, dynamic, automated age.

Presentor of Paper - First Choice: JOHN V.P. LASSOE, JR.; Other Choices: JOHN FEILD, HAROLD FLEMING, EDWARD HOWDEN, HAROLD LETT, HERMAN LONG AND GEORGE SCHERMER

Small group discussions to be formed following the major presentation will be organized on the following problem or issue bases: 1) new concerns of the practitioner (as included above); 2) relations between public and private agencies; 3) personnel qualification and selection; 4) training in preparation for intergroup relations professional employment; research assistance and the responsibility of government; 5) new roles for private agencies; and 6) interreligious relations as they are affected by broad issues of public policy.

C - "Utilizing Power for Civil Rights Goals" This topic was determined upon because of a belief that on occasion some workers have seemed not wholly aware of the "realpolitik" within which they are attempting to carry on intergroup programs. Since power in the form of public sanctions and more subtle pressures for change are present today to an extent unknown before and since "private power" continues to wield its influence, this subject is included. As with the conference theme, "power" as used here is meant to denote authority at all levels of government and executive as well as legislative power. As noted above, less evident, informal power is also cited for coverage.

Presentor of Paper - MORRIS ABRAM, constitutional attorney of Atlanta, Georgia, counsel in the Georgia unit-system suit, former counsel to the Peace Corps, officer of several regional and national private agencies, speaker on the "Southern Crisis - A National Issue", Address in Congress Hall, Philadelphia, 1956 NAIRO Conference.

Discussants on the use of power, public and communal - JOHN FEILD (public), Shelton Granger (communal).

The approach in this topic is to the positive employment of power for the goals of equal opportunity, democratic practices, tension reduction. ABRAM is to discuss the basic matter conceptually; FEILD and GRANGER are to apply it to intergroup relations practice.

D - Clinics On Method and Techniques - Concurrent "How To" Sessions

This commitment of time is to meet a need repeatedly attested to by John Lassoe from his unparalleled contact with NAIRO members, and his comment that no element of NAIRO Conference programming seemed so well received by the bulk of the membership around the country as these clinics. In a professional society in which more than one-third of the membership has joined within the past few years, the needs and desires of the relatively recent adherent ought to be reflected in such a session.

Topics - (listing not finalized or exclusive)

1) Sharing Insights and Procedures in Neighborhood Stabilization

2) Meaningful Opportunities in Publicly Supported Vocational Education and Apprenticeship Training

3) Combatting De Facto School Segregation

4) Securing Church Cooperation with Local Intergroup Relations Agencies

5) Working With The Mass Media in Support of Civil Rights Efforts

6) Developing Affirmative Action For Recruitment and Development in FEP or EEO Programs

7) Local Programming in Police-Community Relations

8) Relating the Local Intergroup Relations Agency to militant, "direct action" groups

9) Role and Function for a Local Private Agency in the Implementation of an anti-discrimination law

10) Evaluating Program Effectiveness

11) Relating to Craft Unions on Matters of Equal Opportunity in Training and Employment

12) Achieving "True "Citizens Participation" and Proper Relocation in Urban Renewal Programs

13) Building Non-Discrimination into a Bureaucracy

Following these sessions, time will be provided for those NAIRO instrumentalities which have indicated an interest in meeting during the course of the Conference. Reporting such desires thus far: The Research Committee; The Editorial Board, The Commission on School Integration, The Coordinator of Chapter Activities.

E - Major Address at the Conference Banquet

There is outstanding an invitation to the President to address the Conference at any time suitable to him. Thus all Conference planning is against a background of change due to such a fortuitous development. Whie House response was encouraging but non-committal - "contact us again in September". There are also afoot plans for a White House reception by Mr. Kennedy of NAIRO Conference participants and their mates and for an early morning (8:00-8:30 A.M.) White House Guided Tour. The proposal for a JFK - White House Reception is in abeyance pending determination of the response to the invitation to speak lest the former be regarded as a substitute for and prejudice the latter. This consideration affects other planning described below.

If Mr. Kennedy is the banquet speaker or other addresses the Conference, an appropriate place will be worked out for a most prominent spokesman for the other major political party, probably Gov. Nelson A. Rockefeller. If an Administration figure and a Democrat of the stature of Vice President Lyndon B. Johnson or Attorney General Robert F. Kennedy addresses the Conference, a similar arrangement will be made to invite Gov. Rockefeller. If the Conference is conducted however without a major Administration political figure in a featured role, then it is the feeling of the Conference Program Committee that it is neither necessary or appropriate to invite a prominent Republican political figure. In summary therefore, the invitation to Gov. Rockefeller depends upon the response of the Democratic Administration. This operating rule will be carried to that point in time when in good taste a conference invitation must be extended in order not to have it appear like an unseemly afterthought, at which point the Conference

planning leadership in conjunction with NAIRO's officers will make a judgment on what course if most appropriately ought follow. No other Administration figure will be approached until there is a reasonably firm indication of the President's intent lest that act jeopardize our chances for his appearance.

Speaker - PRESIDENT JOHN F. KENNEDY, VICE PRESIDENT LYNDON B. JOHNSON, ATTORNEY GENERAL ROBERT F. KENNEDY, GOVERNOR NELSON A. ROCKEFELLER, SEN. EUGENE McCARTHY.

F - "The Impact of Intergroup Relations on Urban Planning and the Effect of Urban Design on Civil Rights Concerns" This subject involves the impact of intergroup factors upon planning for land and for living, and the effect of urban design upon social, including civil rights, goals. Such questions as undefined urban sprawl versus satellite cities, the quality of mass transit, determination of the types of industries and of plant location, the selection of school sites, decisions of weighting between single family homes and multi-family dwellings, and the socio-economic "mix" planned into a community by decisions on price range of housing; all will be reflected in the major paper. It was the Committee's judgment to obtain a planner or an economist with appropriate sensitivity for "the social factors" to make the presentation.

Presentor of Paper - First Choice: PHILIP HAMMER, Hammer and Co. Associates, Economic Research, Washington, D.C.; Second Choice: CLIFF CAMPBELL, City Planner, City of Chicago; Third Choice: CALVIN HAMILTON, City Planner, City of Pittsburgh.

Against the background of this presentation the Committee determined to discuss next the "Meyer Papers". These six papers are now being prepared by a group of Washington-based practitioners (to conform with the terms of the Eugene and Agnes E. Meyer Foundation Grant of $2,500). They will be printed and distributed to the membership in advance of the Conference. At these afternoon sessions they will be discussed by knowledgeable practitioners from around the country who will attempt to draw out of them what is of significance to intergroup professionals generally. Although the papers are to be based on Washington area phenomena, they are to be reflective and analytical, and not narrative as was the case with the "Civil Rights in the Nation's Capital - A Decade of Progress", report of the now defunct NAIRO Commission on Civil Rights. The topics and the authors have been determined by a group of six NAIRO members - Harold Fleming, Robert Greene, George and Eunice Grier, George Nesbitt and David Sawyer. Selected to write the papers:

Housing - (as yet not formally titled) George Nesbitt and Marian Yankauer, Office of Program Policy, HHFA

"The Process of Moving from Desegregation to Integration in Education" - Dr. Irene Hypps, Asst. Supt. for Pupil Appraisal, Dr. Carl Hansen, Supt., and Francis A. Gregory, Asst. Supt. for Vocational Education, all with the D. C. Schools.

"Motivation of Minority Youth and Changing Employment Opportunities"- John Hope II, Asst. Exec. Dir. for Federal Employment, PCEEO

"Intergroup Relations and Social Welfare"-Dr. Hylan Lewis and Elizabeth Ross, Child Study Project, Health and Welfare Council of Washington

"The Changing Status and Self-image of Negroes" - Dr. G. Franklin Edwards, Department of Sociology, Howard University

An "overview" paper, author still unassigned, to pull together and interrelate the above five.

There has now been tentative agreement that the papers will be published as the Fall Issue of the NAIRO "Journal of Intergroup Relations" and that the Panel will contribute to NAIRO a sum approximately equal to the loss sustained on each issue of the "Journal", estimated at about $500. Mrs. Eunice Grier is handling the direct administration of this project which was conceived last year, and which has the approval of the Washington Chapter Executive Board which created the Panel, and of the Conference Program Committee which approved the idea. The Fall Issue of the "Journal" is to be mailed by November 1.

G - "Intergroup Relations at the Local Level" - Recent developments at the operating level in the communities are to be the subjects of this session as short papers are delivered relating programs, successes and failures in "on the scene" intergroup relations efforts. Included among these, depending upon its status at the time, will probably be a report on the Task Force on Municipal Agency Review and Evaluation, created by the Board in February. These papers are to be brief and what is sought is substantial participation from the floor by NAIRO members who will have an opportunity for the testing out and commenting upon operational situations confronted every day in practice.

Presentors of Papers - (still to be determined)

H - Governmental and Private Efforts at Southern Voter Registration - the recent efforts of the Justice Department in voter suits and in such new approaches as "sampling" registration lists for proper court evidence will be reported on. The new Southern Voter Education Project financed by the Taconic and Field Foundations, coordinated by the Southern Regional Council, and executed by the NAACP, UL, SCLC and CORE will be examined in the aftermath of the first election in which it will have been at least partially tested.

Speakers - BURKE MARSHALL, Assistant Attorney General for Civil Rights, (Government); WILEY BRANTON, Director, Southern Voter Education Project, (Citizen Organization).

With the conclusion of this luncheon meeting, the Sixteenth Annual NAIRO Conference will be completed. It is felt by the Conference Program Committee that the Conference ought end with one, conference-wide session rather than try any Saturday afternoon small group sessions, from which participants may drift

away in small but continuing numbers. This is especially true because since this NAIRO Conference runs from Wednesday to Saturday rather than from Tuesday to Friday, as has been the custom in recent years, a problem is caused by the fact that Saturday airline schedules are not nearly as frequent, convenient or direct as weekday timetables. Thus earlier departures for home may become a practical necessity. Finally, the NAIRO Board of Directors must be afforded an opportunity to hold its customary post-conference session. As a matter of reality this cannot easily be done on a Sunday morning, and by Sunday afternoon Board members will themselves have to be homeward bound. Thus appropriate time on Saturday afternoon for a Board meeting is needed.

Fraternally submitted,

Robert J. Greene, Chairman
Conference Program Committee

1962 NAIRO Conference, Sheraton Park Hotel - Time Schedule and Outline
Wednesday, Nov. 28 - Saturday, Dec. 1
"The Role of Government in Intergroup Relations"

	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
9:00 A.M.	Registration & Coffee Hour	(Free Breakfast Period)	Breakfast & Morning Session	(Free Breakfast Period)
	(Concurrent)			
Noon	(10:30) Greetings Keynote Address (Subject Matter: Intergroup Relations Today Seen in an American and a World Ferspective (A) NAIRO President's Address NAIRO Exec. Dir's. Report	(9:30 A.M.) Address followed by Concurrent Small Group Discussions. Subject: "Utilizing Power For Civil Rights Goals." (C)	NAIRO "Plenary" Session. Actions on Matters of General Association Interest. Reports From NAIRO-NHA Housing Conference; Commission on School Integration; Other Business; New NAIRO President's "Inaugural" Remarks	(9:30 A.M.) "Intergroup Relations on The Local Level". Series of Short Papers Relating Examples of Use of Techniques & Methods; Analysis of Process; One Paper on Municipal Agency Task Force. Followed by Discussion from Floor (G)
12:30 P.M.	Luncheon Address Followed by	(Free Luncheon Period)	Luncheon Address Followed by	Luncheon Address - Gov'tal & Private Efforts at Southern Voter Registration (H)
5:00 P.M.	Concurrent Small Group Discussions "The Changing Character of Inter-Group Practice; Forces and Factors Affecting the Field". (B)	(2:00 P.M.) Clinics on Methods and Processes - "How To..." (D) (4:00 P.M.) Meetings of NAIRO Committees, Commissions, Special Groups	Concurrent Small Group Discussions based upon the "Meyer Papers". "The Impact of Intergroup Relations on Urban Flanning and the Effect of Urban Design on Civil Rights Concerns" (F)	(2:00 P.M.) Conference Adjournment (NAIRO Board Meeting Probably Beginning Saturday P.M.)
7:00 P.M.	(Free Supper Hour)	NAIRO BANQUET & Major Address (E)	F E R V E E E N I N G	
(NAIRO Board Meeting Probably beginning Tues. P.M.)	(8:30 P.M.) NAIRO Business Session - Reports from: Treasurer, and Resolutions, Membership and Other Committee Chairmen	10:00 P.M. NAIRO President's Reception		

(Letters in Parentheses are Keyed to Explanatory Comments in Narrative Text)

NAIRO - Gen

Office of the Treasurer
National Association of Intergroup Relations Officials
Room 700
80 Lafayette Street
New York 13, N.Y.

TREASURER'S REPORT
For Period
January 1 through May 24, 1962

Summary

Total cash to be accounted for ...	14,369.94
Total expenditures	12,740.39
Balance on hand	1,629.55

Anticipated Receipts 1962			Actual Receipts Jan. 1, 1962 to May 24, 1962	
$19,500.		Membership Dues		$7,420.00
	$ 3,000.	New Members	$ 980.00	
	15,000.	Renewal	5,940.00	
	500.	Assessments (Belated)	500.00	
	1,000.	Life Memberships	0.00	
5,000.		Publications		1,440.18
	4,800.	Journal	1,292.93	
	200.	Others	147.25	
500.		Development Fund		28.00
5,000.		Sponsors		0.00
3,900.		Special Projects and Grants		1,500.00
		Advance from Ford Foundation	1,500.00	
		Contributions and Reimbursements		118.35
2,500.		Proceeds from 1962 Conference		0.00
	2,000.	Registrations	0.00	
	500.	Local Contributions	0.00	
		Severance Pay		1,417.45
		Severance Pay Reserve	1,284.34	
		Interest on Reserve	8.11	
		1962 Pro-rated Payment	125.00	
		Balance 1/1/62		2,445.96
$35,900.		Total cash to be accounted for		$14,369.94

Anticipated Expenditures 1962			Actual Expenditures	
$10,500.		National Office		$6,320.11
	$10,000.	Executive Director	$2,955.77	
	500.	Severance Pay	1,417.45	
	4,940.	Secretary	1,744.39	
	500.	P-T Clerical	202.50	
480.		Employee Benefits		202.18
	100.	Hospitalization	21.55	
	320.	F.I.C.A.	120.63	
	60.	Disability Insurance	60.00	
7,775.		Office Expenses		3,075.59
	100.	Hospitality	0.00	
	1,500.	Rent	350.04	
	250.	Equipment	18.00	
	800.	Postage	385.83	
	1,000.	Printing	723.55	
	950.	Telephone	307.69	
	600.	Office Supplies	251.62	
	2,500.	Travel	644.00	
	25.	Subscriptions	11.50	
	50.	Miscellaneous	383.36	
600.		President's Office		274.47
395.		Treasurer's Office		100.00
	300.	Bookeeping	100.00	
	50.	Audit	0.00	
	10.	Postage, Supplies	0.00	
	35.	Bonding	0.00	
8,500.		Publications		2,239.13
	8,200.	Journal	1,739.13	
	300.	Promotion	500.00	
1,000.		Promotion Regional Chairman		90.83
600.		Debt Retirement (AJC $1800.00, over 3 years)		0.00
		Debt Interest		53.09
	110.	Miscellaneous		125.00
		Severance Pay	125.00	
$35,900.		Total Expenditures		$12,480.39

2027 Mass Ave N.W.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 Massachusetts Avenue, N.W. Washington 6, D. C.

NAIRO BOARD OF DIRECTORS MEETING
May 24-25, 1962; Washington
(proposed Agenda)

I. ADOPTION OF AGENDA

II. APPROVAL OF MINUTES: February Meeting

III. REPORTS:
Executive Committee - The President
Financial Report - The Treasurer
Special Fund Raising Efforts - The President
Executive Director & Assistant Director
Committees - -
Commissions - - Plaut, others
Regions
Chapters
Special Report: Housing & Urban Life Commission

IV. OLD BUSINESS:
Training Project with Institute of Human Relations
David Danzig

Task Force II, Role & Function of County & Municipal Agencies

Recruiting For the Federal Establishment
Harold Fleming - Fred Routh

Setting Up NAIRO Sections - Frances Cousens

Task Force I, Executive Responsibility in Intergroup Relations - Next Steps - Culberson

Membership Eligibility Definition

Others ???

V. NEW BUSINESS:
1962 - Conference Program Committee Report--discussion
Robert Greene
1962 Conference Arrangements Committee Report--discussion - David Sawyer
1964 Conference Invitations: Chicago and New York

Public Policy Committee Statement - discussion
Culberson

Date & Place Next Board Meeting

Others???

VI. HEALTH & WELFARE: Staff Health Insurance

VII. ADJOURNMENT

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

BOARD OF DIRECTORS MEETING
May 24-25, 1962
Washington, D. C.

MINUTES

Present: Lloyd Davis, presiding; John Binkley, Will D. Campbell; Dennis Clarke; Frances Cousens; George Grier; Harold Fleming; K.C. Jones, Jr.; Frances Levenson; Galen Martin; John McDermott; Paul Rilling; Edward Rutledge; Gregory Shinert; Percy Williams; John Yoshino.

Guests: Leonard Aries, Elmer P. Brock, George Culberson, Victor Daly, Eleanor Dungan, Robert Greene.

Staff: Frederick B. Routh, Albert Nellum, Frankye Brown.

I. Minutes of the February 2-3, 1962 Board meeting were accepted.

II. Edward Rutledge announced that there would be a meeting of the COMMISSION ON HOUSING AND URBAN LIFE at 4:30, Friday, May 25, at the Potomac Institute. All interested Board members were invited to attend.

III. Edward Rutledge lead a discussion as to the need for corrections in: (a) the combined Minutes of the March 15th and 30th Executive Committee meeting, (b) the President's memorandum of April 6th, and (c) the April edition of the Newsletter to clarify the relationship between the Ford Foundation grant for a housing conference and NAIRO's hiring of a second staff person. He quoted from his letter to President Davis in which Rutledge pointed out that in the budget presented the foundation, there would be an item of $6,000 for administrative expenses for the conference. This was designed as a "cushion" for both the conference and the national office. There was no relationship between this item and the move to Washington, or the appointment of an assistant director. He stated that the announcement as it was presented was a complete mis-representation and needed clarification. He suggested that in future contacts with Ford and other foundations, we must be careful not to have it appear as though we are using any of the monies granted for special projects to create new positions in the national staff.

The idea of an assistant director was related to the move to Washington and the probable absence of the new director during the summer and not to the Ford grant nor to the housing conference.

***(Rutledge-Jones) CARRIED Moved that the Minutes of the March 15th and 30th Executive Committee meetings be corrected to delete the last

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sentence of the last paragraph on page 1, which begins ..."Noting that the grant budget included ..."

(At this point the discussion was interrupted to allow two representatives from the November Conference Arrangements Committee to present a request to the Board. See item IV).

The discussion on the action of the Executive Committee and the needed corrections was continued. George Grier asked why the Executive Committee voted to establish the position and then fill it immediately without posting the opening. The telescoping of these actions was poor personnel procedure and not at all befitting a professional association. Rutledge explained that an assistant director was needed immediately to preserve the national character and scope of NAIRO since a Washington operation and the Housing Conference would consume so much of the director's time and energy. Harold Fleming said that as a member of the Executive Committee who made the decision, he favored the creation of assistant director whether or not the office was moved to Washington and did not make its creation contingent upon such a move. Frances Levenson, another member of the Executive Committee present explained that the move was made in the manner in which it was because of the need for prompt action due to: (a) the immediate need for staff in the light of Lassoe's resignation, (b) the probable absence of Routh for six weeks during the summer to fulfill a previously made commitment with the Encampment for Citizenship, (c) the urgency of the Housing Conference and the additional staff burden of work which this project would cause, and (d) the move to Washington which would undoubtedly place additional local burdens on NAIRO's director.

It was agreed that the action of the Executive Committee was well founded; however, the discussion should center around not what should have been done but what can be done now and in the future. There was further discussion related to NAIRO members in other communities who themselves are making only $5,000 or $6,000, and how they will feel upon hearing their director and assistant director receiving $12,000 and $10,000 respectively, especially since one of the posts was not even advertised. There was agreement on the need to clarify and improve the By-laws with respect to the power of the Executive Committee to act in the name of the Board.

The point was raised concerning the authority of the executive director to hire his own staff.

*** It was moved that in filling all professional positions in the future, the procedure to be followed will include advertising of the position, allowing a reasonable time for receipt of applications and consideration of them by the Board, and other aspects of the procedure which are consonant with good personnel practices. (FLEMING-JONES, CARRIED; Williams, dissenting).

*** It was also moved that the President be requested to appoint a committee which will prepare and present a draft containing language which will strengthen and clarify that section of the By-laws relating to the authority and function of the Executive Committee and to submit this draft to the next Board meeting. (RILLING-JONES, CARRIED).

IV. The 16th Annual Conference Arrangements Committee, represented by

Leonard Aries and Victor Daly, in the absence of David Sawyer, reported that at the first meeting on May 11th they considered financing this year's conference. The group considered a budget of $2,700 which would be needed to put the meeting on, and the means of raising the money. In that the committee felt they would have considerable difficulty in soliciting that much money from local businesses and individuals, they were asking the Board to consider raising the conference registration fee from $5 to $10, with the extra $5 going toward the expense of the conference.

There was some discussion on the request having to do with the fact that the committee had asked that the conference be held in Washington, with the full knowledge that the registration fee was only $5. It was also mentioned that they had not as yet even tried to raise the needed funds. The committee representatives explained that in order to do the job properly, they would have to hire someone part-time and part of the needed money would go for his salary. There was also mention of the fact that there are few industries from whom the committee can solicit donations as in other cities and, that as a professional association, NAIRO should be paying its own way and not asking the local community for money to put on its own conference. (At this point, it was suggested that the Board defer its decision on the request until it had heard the report from the Treasurer.)

V. The Executive Director reported that the staff and office have properly settled in new quarters here in Washington and the new operation is well underway. A special note of thanks was given Bob Greene for for his help in obtaining office space for NAIRO. The office is in a building owned by the Commission on Religious Action of the Union of American Hebrew Congregations. The rental is $150 per month for three offices and the availability of a large conference room.

Instead of a formal report of staff activity, the Board was told of several requests being sent to foundations asking general support for NAIRO. We have received encouraging response thus far and the foundations have shown more interest than they did in the recent past. Excerpts from NAIRO's new fund request mentioned...

... The large numbers of intergroup professionals who are expected to come into federal service in the next several years and the progress this will make for greatly increased action by the Federal Government.

... It will also make problems for state, municipal, and private agencies who will be losing staff to the federal service. NAIRO, as the professional association in the field of intergroup relations is uniquely qualified to be of assistance, both in the recruitment of personnel at the national and local levels, and in the training of those needed to fill the vacancies.

... To do this job, NAIRO has moved its National Offices to Washington, D.C., and our personnel have already been in contact with a number of Federal agencies as they move to staff their programs.

... In training, NAIRO is exploring with the American Jewish Committee and other agencies cooperative programs in intergroup relations

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training for those just entering the field, as well as in-service training for persons already on the job but needing particular skills and knowledge.

... NAIRO, through its Task Force on Executive Responsibility, its Board of Directors, its members, and its staff, is continuously conferring with members of the government on the need for intergroup progress in certain areas and the ways of obtaining it. Our opportunities to confer and consult with governmental officials, cabinet members, and agency heads will increase.

... NAIRO's Commission on School Integration has prepared a study to interpret the nature, extent, and educational implications of contrived and de-facto segregation in public schools of the North and suggested approaches toward their elimination. They have already requested foundation support to finance the project.

... We are creating a special task force to study the role and function of county and municipal agencies and to officials in counties and municipalities contemplating creating such agencies.

... Our 16th Annual National Conference will be held in Washington, D.C., in November, 1962. The Conference theme will be, "The Role of Federal, State, and Local Government in Intergroup Relations." Persons at the decision-making level with program responsibilities will participate from each level of government.

NAIRO can and will play an increasingly important role in the unfolding developments in the field of intergroup relations.

... There was a motion that executive director be authorized to publish this report in the form of a brochure for promotion (RUTLEDGE-Fleming, CARRIED).

VI. The chairman (Davis) reported that there had been no formal committee set up to conduct NAIRO's Special Fund Raising Efforts, but that he, Fred Routh, and Harild Fleming were working on several smaller foundations to attract grants in the amount of $5,000 for NAIRO's general support. Each Board member was asked to make it his personal responsibility and take the initiative to try and raise funds for NAIRO and its projects.

VII. Professional Education and Training - The executive director gave the report in the absence of the chairman, Burt Gordin.

They have approached the Fels Foundation for funds to do a study of the analysis of skills, knowledge, etc., necessary for junior staff members. A proposal has been submitted but it will be mid-June before they have an answer. The Fels Foundation is interested in training programs for local and state government workers. In order to strengthen our appeal to the foundations other groups, e.g. American Society of Public Administrators, the various Civil Service Commissions, should write to them in our behalf.
(YOSHINO-GRIER) Motion that report be accepted. CARRIED.

VIII. Professional Ethics and Security - Saal Lesser, Chairman (report given by Routh)

Grievance from Carl Glatt of the Kansas Commission that he applied

for the position of Director of the Colorado Commission; he was offered the job but not at the maximum salary and therefore he turned it down. This matter to be referred to John McKnight's Panel on Professional Integrity.

IX. Public Relations Committee - Alan Reitman, Chairman
To confer with the executive director and report to the next Board meeting.

X. Membership Committee - Abraham Citron, Chairman
The membership totals: 9 0 5, as of May 25th. Chapter efforts of Michigan have produced 10 new members since Board meeting in February. Chapters of Chicago, New York, Pittsburgh and Washington are now concentrating on promoting membership, to reach goal of 1,000 by November Conference. More effort to be made with Regional Chairmen for extensive regional promotions. The Great Lakes Regional Conference in June expects to produce more members.

XI. Sponsors - Roger Nathan, Chairman - report given by Lloyd Davis
Harry Ashmore and Mrs. Jonas Salk have accepted the invitation to serve as national co-chairmen. (MARTIN-RILLING) Motion to authorize Roger Nathan to spend a sum, amount to be determined by executive director, on the preparation of brochures, letterheads, etc., necessary for the Sponsors fund.

XII. Development Fund - Routh reported that since the last Board meeting, the only action related to this project has been to request a gift of $250 from the Bell and Howell Foundation. This request was turned down, however, since they had already allocated their funds for the year.

XIII. Nominations Committee - There was some discussion on the progress of the Committee at this point. K.C. Jones raised the point that the new procedure suggested by the Board requiring that each region submit the names of three candidates and that the Committee select candidates for the next year's committee from among these was apparently not clear. Reports were that few regions had followed through thus leaving the Committee with little to work on according to this procedure. The Board suggested that regional chairmen be contacted and reminded of the change in By-laws and asked to submit their nominations as soon as possible.

XIV. Commission on Research Services - Oscar Cohen, Chairman
Has held meetings in Detroit and San Francisco; others to be held in New York and Washington. Will attend the Great Lakes Regional Conference in Chicago in June to present the research proposals. Grier: possibility of publishing Herb Aurbach's inventory of research needs prepared some time ago?

XV. Commission on Interreligious Relations - Elmer Brock, Chairman
14 members of this Commission; 10 agreed to attend a meeting of the Commission in New York in February; only 8 attended. Brock reported a good amount of discussion but few conclusions. Thus, bringing some question as to the need for and effectiveness of this Commission. He suggested that new attempts to revive the Commission will be made between Board meetings.

XVI. Commission on Housing and Urban Life - Edward Rutledge, Chairman

To meet at 4:30 on May 25.
Housing Conference to be held at Princeton, N.J. in October with the National Housing Center doing much of the work. George and Eunice Grier have been given a contract to conduct four studies... of integrated housing in various areas. These results of these studies will comprise the basic work paper for the Conference. Rutledge also reported that the committee and its advisory group will meet in Washington on Friday, May 25th. All Board members who were not on the committee were invited to attend.

XVII. Great Lakes Region - K.C. Jones, Chairman, reported

That five city recruiters in the region appointed by Citron.
five cities have individuals working on Journal promotion.
Their Regional conference to be held in Chicago June 22-23-24.

Middle South Region - Galen Martin

No chapters in the region as yet; however, there are possibilities in Louisville and Charleston.

North Central Region - Gregory Shinert

In the State of Missouri alone, there are three organizations doing work which is parallel to NAIRO and to which all NAIRO members belong; therefore, there is reluctance to join still another local group. There are 47 members in the State and all belong to the Missouri Association of Social Welfare. For this reason, there is not much optimism about forming any chapters.

Rocky Mountain - Edward Terrones

There is a chapter in Denver and soon there will be a regional meeting.

Northeast Region - Stanley Leibner has left New York City to come to Washington and needs to be replaced as regional chairman. Ed Rutledge to contact Bill Valentine about assuming the position of regional chairman.

XVIII. CHAPTERS

Cleveland - new chairman is Irving Levine of the American Jewish Committee
Detroit - held a successful dinner meeting in April, the first annual.
Atlanta - good group functioning there.
Washington - has 99 members; elections to be held in one month. Monthly meetings have been effective as a vehicle for local membership. On June 21 there will be a meeting and social to install the new officers of the chapter. Monthly meetings are mostly luncheons with programs planned by George Grier.
Philadelphia - many professionals who do not belong because of the amount of dues. Held an in-service training program last year. There is poor attendance at meetings because of poor programming.

Chicago - John McKnight, chairman. Monthly meetings with local public officials are well attended and anticipated by membership.

New York - is getting started slowly; Christmas cocktail party to introduce new professionals in the city; farewell party for John Lassoe. No regular channels for professional interaction.

Pittsburgh - bimonthly meetings; discussion of professional problems but no treatment of substantive community problems.

Los Angeles - monthly meetings but not a large group. City and state agencies are well represented byt not the private agencies.

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MAY 25, 1962

PRESENT: Lloyd Davis, presiding; Will D. Campbell, Dennis Clarke, Frances Cousens, Harold Fleming, Irving Goldaber, K.C. Jones, Frances Levenson, Galen Martin, John McDermott, Paul Rilling, Edward Rutledge, Gregory Shinert, John Yoshino.

Guests: George Culberson, David Danzig, Eleanor Dungan, Robert Greene, David Sawyer

Staff: Albert Nellum, Frederick B. Routh

XIX. There was a request from K.C. Jones to use the NAIRO mailing list in order to contact public agency professionals re: membership in The American Society of Public Administrators. The letter would be written on the Cleveland Community Relations Board's letterhead. The request was approved.

XX. The president asked for nominations for a replacement of Fred Routh's un-expired term on the Board. Those nominated were: Dave Danzig, Carl Glatt, George Culberson, and John Lassoe. It was suggested that some thought be given these candidates and selection be made later in the day with only voting members of the Board involved.

XXI. The chairman gave the report of Tony Granger, chairman of the Editorial Board. Arrangements have been made for the Board to meet at the November National Conference in Washington.

Sam Spiegler has proposed that the Fall, 1962, issue of the Journal contain the six papers being prepared for the conference under the financial sponsorship of the Meyer Foundation and that this issue be distributed prior to the Conference. The grant was made to the Research and Publications Committee, and will be used to defray the cost of one issue of the JOURNAL ($500).

There were 210 subscribers for the Spring, 1962 issue of the Journal.

XXII. Irving Goldaber, the Treasurer, presented his report, see attached. There was some discussion of the specifics of this report, particularly the summary items which showed a bank balance of $1,629, and the Treasurer's statement that NAIRO had a number of outstanding bills. He further explained that of the bank balance shown, $1,500 had been transferred to NAIRO's account from the Ford Foundation grant, which technically meant that NAIRO only had $129. There was immediate approval for the use of the $1,500, from the Ford

Foundation since this was in keeping with our budget as presented to them in the item of administrative costs.

There was further discussion as to where the money to operate for the balance of the year would come from. One source was said to be memberships, as it was noted that many of our members are delinquent. Another was, hopefully, foundation grants.

... It was moved that the Treasurer be permitted to transfer funds from the Ford Foundation grant account to a maximum of $4,500, not all to be drawn at the same time, which is in keeping with the provisions set forth in the budget submitted to them. (RUTLEDGE-JONES, Carried).

... A motion to increase the stipend to our bookkeeper from $25 to $50 per month, which would include handling of NAIRO's books as well as the Princeton Conference accounts. (GOLDABER-RUTLEDGE, Carried).

... A motion that this report be accepted. (JONES-SHINERT, Carried).

XXIII. David Danzig proposed a joint training program involving NAIRO and the Institute of Human Relations of the American Jewish Committee. Such a program would be beared primarily in-service training for those in the field and would eventually get to the training of newcomers to the field. There is universal agreement on the need for such training institutes but the pressures of time and money have not permitted it activation. Under this proposal the Institute and NAIRO would name an advisory committee to assess the immediate needs in the field; prepare a curriculum for such an institute; decide upon those to do the training and the site; and attempt to get agencies to sponsor the attendance of their staff as well as foundation support.

... There was a motion presented that NAIRO enthusiastically endorse the proposal of the Institute on Human Relations and agree to accept it, committing NAIRO to active participation and cooperation in planning and carrying-out such a joint program with NAIRO acting in an advisory and consultative capacity and the Institute as administrator; and that an advisory committee be established to settle matters of organization and programming with executive responsibility; and that responsibility for administrative aspects of such a program rest with the Institute of Human Relations of the A.J.C. (FLEMING-RUTLEDGE, carried).

XXIV. There was a proposal that NAIRO explore the possibility of cooperation with the Florina Lasker Program at Brandeis University. Bob Greene and John McDermott were asked to contact any other NAIRO members who might be alumni of the program to serve on an ad hoc committee to investigate the matter ans submit suggestions to the Board.

XXV. Again the question of membership came up with regard to delinquent members. It was learned that 600 NAIRO members' dues would expire in December, 1962. Of these 235 will be removed from the rolls by June 30, 1962 unless they have renewed by then. Normally, billing is done in January, with a second notice in April. If these members are dropped, it will represent a loss to the budget of approximately $4,700. It was decided that a personal letter from the executive director would be sent all those in the category immediately; that their names also be sent to regional and chapter chairmen so that

they too can contact them; and that lists of a few names will be sent individuals who might exert some influence on those who are delinquent.

***After some further discussion as to membership categories and who is eligible for which, it was moved that the president, executive director, and national membership chairman review the policy of recruiting new members and see that they are properly categorized according to the By-laws. (CLARK-RILLING, Carried).

***There was also a motion that these same three people investigate the possibility of a differential dues rate for active and associate membership categories. (GREENE-SHINERT, Carried).

XXVI. Task Force II was reported on by Fred Routh and Fran Levenson. They referred to the Board's previous agreement on the need for a survey of local community public agencies in terms of their powers, organization, operation, staff, etc. Such a Task Force on Municipal Agencies should be formed to make the survey and prepare a document similar to that on "Executive Responsibility."

It was agreed that such a committee would be set-up and that in addition to their previously outlined duties, they would also explore the possibility of cooperation with associations of mayors, the American Municipal Association, County Supervisors Association, etc. The group should be representative of private, state and federal agencies, as well as local public agencies. The present accepted suggestions for the group's membership.

XXVII. Paul Rilling, chairman of a panel named by John McKnight (chairman of Panel on Professional Integrity) to investigate the complaint of an Atlanta NAIRO member, reported that his group had completed its investigation and forwarded the results to McKnight for his recommendation. The executive director stated the office had expected to receive McKnight's recommendations in time for the Board to act upon them, but as yet they had not arrived. Rilling reported that visits were made by the investigating panel to the former employer of the complainant and that they were cordially and sensitively treated by the agency heads. The Board made special note of the importance of this case since it was the first case to be considered under the new procedure and the agency involved had accepted NAIRO's role in the case, thus establishing an important precedent. The group stressed the need for expediting the handling of such complaints. In the absence of McKnight's recommendations,

***It was moved that the Board delegate both the authority and responsibility to the executive committee to make the determination in this particular case. (RILLING-CAMPBELL, Carried).

***It was moved that in future grievance cases, the President, Executive Director, be authorized to decide whether the full Board or the executive committee take action on the case, depending on the criteria of time and need for immediate action. (RILLING-RUTLEDGE, Carried).

*** It was further moved that in future cases the established procedure include: (1) that the full record of the case be made available to the body making the decision in the case prior to the determination of that case, (2) that the full record of the investigation will always be open to inspection of any Board member requesting it, (3) that the findings and decisions be sent all Board members, (4) that only the determination in each case be sent the complainant and the respondent. (RILLING-FLEMING, Carried).

XXVIII. After some discussion as to the possibility of changing or rotating the days of the week on which the Board meets,
***there was a motion that future Board meetings be held on Thursday and Friday. (CAMPBELL-MARTIN, Carried).

XXIX. The matter of Health Insurance for the staff was considered. The executive director was authorized to spend up to $160 (amount presently allocated in the budget) to obtain coverage for staff now, and it was suggested that staff explore costs of available coverage and report to the Board at a future meeting as to the particulars of permanent coverage.

The Board also discussed the possibility of group life insurance for NAIRO members. The president appointed a committee to explore plans and report to the next Board meeting. Such a committee includes: John Lassoe, chairman; Fran Levenson, John Morsell, Irv Goldaber, John Sullivan.

XXX. George Culberson, chairman of the Committee on Public Policy, reviewed the fact that the committee was charged with the responsibility of preparing a statement of principles for the membership in advance of the national conference. He said such a statement would be ready for presentation to the Board at its September meeting, following which it will be sent to the chapters for discussion at their regular meetings so that they will have sufficient time to react prior to the conference. This statement will not be a resolution, nor for public consumption necessarily. But rather, from it resolutions on national issues may be drawn by the Board, chapters, or regions. This statement will simply establish some ground rules and set the framework. There is a continuing committee on Public Policy which is authorized to make statements.

XXXI. There was some discussion as to preferred dates for the next meeting of the Board of Directors.
***It was moved that the next meeting of NAIRO's Board of Directors be held in New York City, Thursday and Friday, September 6 & 7, 1962. (RILLING-MARTIN, Carried).

XXXII. Harold Fleming made some brief comments on recruiting for the Federal establishment saying that many positions are still open and the present method of recruitment is very crude. He suggested there is a need to formalize the procedure beyond that which is presently being used, the Registry. And asked that the executive director consider more efficient methods of recruitment in order to strengthen and supplement the existing system.

XXXIII. The President announced that the TASK FORCE ON EXECUTIVE RESPONSIBILITY had been reconvened and called for a one-day meeting to be held on Tuesday, June 5, at the Post Office Department. Membership of the reconvened group includes: George Culberson, chairman; Alexander Allen, Elmer Brock, Will Campbell, David Danzig, Lloyd Davis, John Feild, Harold Fleming, Robert Greene, John Hope, II, Booker T. McGraw, John McDermott, Paul Rilling, Abbot Rosen, Frederick Routh, Edward Rutledge, Shirley Siegel, John Yoshino, John Lassoe.

XXXIV. Robert Greene, chairman of the National Conference Program Committee, distributed copies of the proposed conference program. He reported that there were 34 members on this year's committee representing some 12 communities, including 12 from Washington and 6 from New York. There was some discussion as to the content of the program and questions as to the use of certain time periods, (breakfast sessions, etc.) It was pointed out that the Conference opening session will be at 10:30 am on Wednesday and members should be informed that the keynote speaker will be presented then and they should arrive on time.
***There was a motion that the report be accepted. (FLEMING-JONES, Carried).

XXXV. Discussion was reopened on the request of the Conference arrangements committee to raise the registration fee from $5 to $10, with the extra $5 going to defray the cost of the conference. There was discussion on the probable total cost and the expense this might involve for those having to pay their own way.

***Motion that the arrangements committee be informed that the original agreement with the Washington Chapter would remain for the conference. (RILLING-MC DERMOTT, Carried).

XXXVI. The Board then considered future conference bids from the New York, Seattle, and Chicago Chapters.

***After discussion, it was moved that the Board accept the New York Chapter's bid for the 1964 Conference, and that Chicago be the site of the Association's Conference in 1965. (MARTIN-RILLING, Carried).

***There was a motion that future conference registration fees be increased to $10 starting with the 1964 Conference in New York. (CLARK-SHINERT, Carried).

The Board at this point considered the previously deferred selection of a replacement to serve the unexpired term of Fred Routh on the Board of Directors. The names of Carl Glatt and John Lassoe were asked to be removed from consideration and George Culberson was confirmed to be given the position.

Respectfully submitted,

FRANCES R. COUSENS
Secretary

ALBERT L. NELLUM
Assistant Director

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

TO: Members of NAIRO's Re-constituted TASK FORCE ON EXECUTIVE RESPONSIBILITY

FROM: George Culberson, Chairman

SUBJECT: MINUTES of meeting held Tuesday, June 5, 1962, Post Office Dept.

PRESENT: George Culberson, Lloyd Davis, Harold Fleming, Robert Greene, John Hope, Pete Libassi, Booker McGraw, Abbot Rosen, Edward Rutledge, John Yoshino

STAFF: Albert Nellum, Frederick Routh

GUEST: Richard J. Murphy, Asst. Postmaster General, Bureau of Personnel.

Chairman Culberson welcomed those in attendance at this meeting of the Task Force and explained that the group had been called together again to review progress since the date of the presentation of the first report to the President, and to consider steps to be taken in the future. The group, he explained, was to meet this time for only one day and suggested the following procedure: That we examine what remains to be done; assign responsibility to be carried out by members; and the papers resulting from these assignments will be circulated before we come together to draft a new report on "Executive Responsibility".

In terms of the day's format, it was suggested that the morning be devoted to a review of the situation as best we know it. Which of our recommendations have been acted upon? What is left to be done? What are the chances of speeding up the process, etc. The afternoon would be spent in dealing with what remains to be done; NAIRO's next steps; and possible new programs.

He cautioned that NAIRO must not approach this as any one of the private agencies might, but as a professional association concerned more with methods than with substantive matters. The group then proceeded to go through the "Draft Working Paper" and to discuss the questions in order.

<u>"What remaining instances of discrimination should be spotlighted for action, or in what areas should full-scaled surveys be urged?"</u>

Several of those present mentioned that government agencies are getting caught in a pinser movement between the President's Committee on Equal Employment Opportunity, the Civil Rights Commission, and Sub-Cabinet group. They are asking for "head counts", up-to-date information as to what is being done in the various agencies and departments, discussion of problems encountered in promoting equal employment opportunities' programs, and an outline of future plans. Here the group noted the need for coordination of executive activity

in this area - a sort of clearinghouse.

There was some discussion around the fact that emphasis seems to be on equal employment within the various agencies (in-house), rather than on services or substantive program -- described as the agency "mission" -- and how intergroup relations concerns were being satisfied there. This, however, was not true of civil rights agencies, i.e. the Justice Department, the President's Committee, or the Civil Rights Commission. The point was made that Executive Order 10925 can be construed narrowly to affect only discrimination in government employment and contract compliance, or it can be more broadly viewed as a spring-board to affirmative programs related to the agencies' services, (e.g. HHFA promoting an affirmative action program for open occupancy). Such an interpretation of this order needs to be done by the President's Committee or the President himself if it is to be as useful as we might hope. In the first year of the new administration they have shown a good start: the Post Office Department has cut corners to speed up the process; the Air Force has moved far in its contract compliance program. However, other departments lack this kind of imagination and have stayed in the old routine. Next year may show that the routine is swallowing up the imaginative processes. The program is rolling but unevenly and slowly.

At this point suggestions as to the form and content of this second report were made: Acknowledge progress made in employment and pass quickly on to specific reviews or requests for changes in certain departments and agencies. We might indicate half-dozen general problems that need executive attention and ask presidential approval of NAIRO's working directly with certain departments in their recruitment, training, programming, etc. The question as to how we point these things out to the President and his staff was raised. The President turned these matters over to Harris Wofford (then special assistant for civil rights but now with the Peace Corps), and now Lee White is the man to deal with. We need to be more particular in the second report. This is like activating the second-stage of a rocket .... to give it a new, hard thrust, the order must come from the boss.

There was some discussion as to previously mentioned reports requested by White's office and the President's Committee. It was noted that when the White House or the Vice President ask for a report, they get it. Results of such reviews would represent the kind of information this Task Force would need to consider next steps. There would likely be a good deal of delay in having a request for these reports (or copies of same) honored. They have not been turned in as yet and once they are all in, Civil Rights Commission staff will review them for White. It was again agreed that it was important for us to discuss these matters with Lee White and familiarize him with NAIRO. This should be done by Fred Routh as Executive Director of NAIRO.

"What other federal departments and agencies could profitably consider contractural use of experienced intergroup relations workers?"

After a description by Culberson of the nature of the Air Force program in contract compliance and some of his experiences since being on the job, particularly his recognition of the importance of having the intergroup relations person as a part of the "system", a number of questions were raised as to the use of contractual (vis-a-vis Potomac being hired to do the study and work out the program for the Air Force), and consultative intergroup services that might be suggested to governmental agencies. There is expressed need to expand the use of such services and to impress government with their importance.

There is doubt that some agencies having Intergroup Specialists are making proper use of them. Many of them are not assigned solely to that area but have other duties as well. And in some cases they know nothing about the field of intergroup relations. It was asked whether or not agencies of the government were using the resources of the President's Committee and/or the Civil Rights Commission as intergroup resources for information, guidance, and consultation. And, are we (NAIRO) to give assistance or advice to these agencies also? And are we qualified? There was a good deal of discussion on the last question. The consensus being that there are many persons in NAIRO who are qualified to assist these agencies on a consultative basis, either locally or in Washington. However, the problem would be whether they could take the time from their jobs to do it. It was agreed that we need to emphasize the resources available from these agencies through NAIRO. Here, we were also reminded of the need to be cautious in making such suggestions so that we do not look like we are recommending good jobs or consultant opportunities be created for our members.

At this point the question as to how we could make recommendations when we don't know all what has been or is being done, was raised again. It was again agreed that Lee White is crucial to NAIRO and our next steps.

RECRUITMENT and the proper utilization of Intergroup Relations Personnel

There are a number of agencies that have or are getting experienced intergroup relations personnel. There are, however, agencies with persons holding suck titles on a "part time" basis or without any training or interest in the field. The question as to who had responsibility for overseeing this operation in terms of qualifications, hiring and utilization of intergroup personnel in government agencies was raised. Although it was first said to be the job of the President's Committee and that they should give this area as much attention as contract compliance, it was also agreed that there is some confusion as to which agency is ultimately responsible (The Committee, the sub-Cabinet group, or the Civil Rights Commission). There is need for clarification. As the discussion on recruitment methods progressed, there was debate as to who should write job specifications for these positions. In the case of the Air Force, it was mentioned the specifications were done by an outsider and sent to the Air Force personnel section and the Civil Service Commission for modification. And they came out as well as they would have had they been done by NAIRO. The real problem in this situation would have occurred if NAIRO had been asked for job descriptions - and we don't have any. NAIRO MUST PROVIDE CAREFULLY DEVELOPED DESCRIPTIONS OF WHAT AN INTERGROUP RELATIONS PERSON (specialist) IS AND DOES.

***** The group agreed that Burt Gordin (chairman of sub-committee on Professional and Educational Training) be appointed to the Task Force Group; that a meeting of his committee be called immediately to draft job descriptions and work on professional standards; and that these reports be presented to the September meeting of the Board.

From job openings mentioned in the Defense Department, etc., it was apparent that there would not be enough people in the field to fill the needs of government. This meant that local public and private agencies would be "raided" due to the salaries being offered on the federal level (GS 12 - 15). A number of problems related to recruitment were discussed: present low salaries in the field make government agencies reluctant to hire people thus jumping them from $6,000 to $9,000 or $10,000; local agencies are going to have to raise their salaries or they are going to lose all of their better people to the federal government. The Post Office is presently having problems. They are also having

to use untrained personnel to handle duties of investigators and hearing officers. There is a tremendous job of training involved which the department just cannot handle alone. Can NAIRO assist in the training of the Post Office and other departmental personnel? It was suggested that the new program just approved by the Board (an in-service training program jointly sponsored by NAIRO and the Institute of Human Relations of the American Jewish Committee), might be of assistance in such training problems. But this program is still in the planning stages. The urgency of NAIRO's instituting a training program was stressed as was the fact the training personnel would have to travel to meet the needs of the agency (ies). Such persons would also have to become familiar with the agency, its needs, and its program. Probably in the future the emphasis will not be so much on training an intergroup person in a specific operation, as training unskilled persons who are already on the job, in intergroup know-how.

There was agreement on the fact that there should be full-time intergroup staff persons in all major agencies and departments. And that the section of the President's Committee responsible for government employment practices should be beefed-up to do the job of "policing" these operations in terms of their "in-house" policies (i.e. intergroup sensitivities in planning, programming, hiring, up-grading, and carrying out the agency's mission...). There was a good deal of discussion as to whether intergroup persons should work from within an agency in a regular line position, or whether he would be more effective working from without as a special assistant or a consultant. The basic problem in this regard was described as being, how do we equip the President, cabinet members, agency heads, and others to deal with the civil rights problems. An agency needs an authoritative individual with status and direct access to the agency head to advise them in dealing with matters of civil rights, whether in their own hiring or in contract compliance and program services. This is the way to have NAIRO's interest best woven into the total program of an agency. (Here it was noted that Part 3-C of the booklet, "Executive Responsibility in Intergroup Relations", very aptly described this need). This job has to be done and the government has to do it. Our (NAIRO's) problem is do we want to remind the President of his obligations and our past visit?

There were suggestions to ask for executive reviews of the role and function as well as effectiveness of the Civil Rights Commission, the President's Committee, and the post of special assistant for civil rights to determine their ability to really do the job. The Civil Rights Commission was especially noted since it was dealing exclusively in the problem area. It was agreed that we needed a closer, better look at all of these agencies in order to become familiar with their heads, staff, problems, and capabilities. The group then agreed on the following:

1. To send small committees (3 persons) to talk with "high level" persons in certain departments to establish personal contact; discuss what is being done, what needs to be done, and how to do it. These committees would be selected by: the Task Force Chairman (Culberson), the President (Davis), and the Executive Director (Routh).

2. After these visits, the committees would prepare and circulate results of these visits to the full Task Force.

3. The Task Force would then reconvene to decide upon its future course of action.

To this agreement was also added: the importance of a visit to Lee White, presidential assistant, to discuss with him the over-all picture and the role of the executive branch. And a careful look at the background, function, and possible expansion of services of the Civil Rights Commission.

Throughout the day questions as to the precise nature of NAIRO's role were raised. These dealt with whether or not we were usurping the role of private agencies. Whether NAIRO is in fact a servicer or merely a resource to agencies who can perform such consultative services. In this regard, the following points were made: NAIRO should not be an agent but rather concerned with the well-being and improvement of those in the field. NAIRO has accumulative resources that no individual agency could have, hence these agencies should not feel that their province is being raided. NAIRO will still have to call on these agencies and their staff to do the jobs, i.e. serve on Task Force, act as consultants, etc.

The remainder of the meeting was devoted to the selection of the agencies to be visited and written up. With several extenuating circumstances such as the six weeks' absence of the director during the summer, the urgency of the situation, and the time involved in carrying out this task, it was suggested that although we were interested in all of the various departments and agencies, we must set up a system or priorities in selecting those to be visited first. The criteria were: size of the agency, its program impact in terms of human relations, and its willingness to move in our area of interest. The list of agencies is as follows:

TO BE VISITED IMMEDIATELY:
- Civil Service Commission
- Defense Department
- Dept. of Health, Education & Welfare
- Housing and Home Finance Agency
- Department of Labor
- Post Office Department

Those to be given special attention in immediate visits:
- U.S. Civil Rights Commission
- Justice Department (Civil Rights Section)
- President's Committee on Equal Employment Opportunity
- Lee White, presidential assistant

Those on the secondary list:
- Department of Agriculture
- Department of State
- Department of Commerce
- U.S. Information Agency
- National Institute of Health
- National Science Foundation

Those on the non-priority third list:
- A.I.D.
- Government Service Agency
- Atomic Energy Commission
- Department of the Interior

Peace Corps, Department of the Treasury, Veterans' Administration.

Respectfully submitted,

Albert L. Nellum

July 3, 1962

Mr. William Slayton
Commissioner of Urban Renewal
Urban Renewal Administration
Lafayette Building
Washington 25, D. C.

Dear Mr. Slayton:

I am sure you are aware of the investigation being conducted by the Association's Panel on Professional Integrity and Security on the complaint of Mr. Joseph Gross, former Intergroup Relations Specialist on the staff of the Urban Renewal Branch, Housing and Home Finance Agency, Region III.

Through an Atlanta based sub-committee, described to you in John McKnight's March 23rd letter, the panel has conducted a full investigation. Upon review of the aggrieved's allegations and the findings of fact, we have been asked to request a statement from your office concerning the agency's policy in filling the position of Intergroup Relations Specialist. It has been charged that HHFA (officially or un-officially) requires that preference be given Negroes in filling this position and that Mr. Gross' discharge was partially due to this "requirement".

Our panel has been pleased with the assistance and cooperation received from the Atlanta HHFA officials and your own office in conducting this inquiry. We will appreciate your early response and know that you share our interest in settling this matter soon.

Sincerely,

Albert L. Nellum

ALN

cc: Lloyd Davis
John McKnight
Paul Rilling

27 June 1962

Mr. Joseph Gross
1196 Converse Drive, N.E.
Atlanta 5, Georgia

Dear Mr. Gross:

With reference to your letter of March 18 to John McKnight requesting that NAIRO investigate the termination of your employment, I would like to report that an investigation has been made and the findings forwarded to Mr. McKnight for his recommendations. Unfortunately these recommendations did not arrive in time for NAIRO's Board of Directors to consider them at last month's meeting.

However, the Board delegated its authority to act in this case, once it was received from Mr. McKnight, to the Executive Committee so that as little time as possible might be lost in final decisions and further cation, if warranted. Since then, Mr. McKnight has forwarded the local panel's findings to the Board with a request for further investigation. Accordingly, it was decided to return the case to Mr. Rilling for this purpose.

I trust you are appreciative of the delay involved and would like to assure you of NAIRO's interest in a fair decision and an equitable solution.

Sincerely,

ALBERT L. NELLUM

cc: John McKnight
Lloyd Davis
Paul Rilling

cc. P. Rilling

COPY

June 25, 1962

Mr. Fred Routh and Mr. Al Nellum
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D.C.

Dear Fred and Al:

This is further in regard to the complaint of Joseph Gross. On May 24 we wrote to Lloyd giving our recommendations on the record given us by the Atlanta Investigating Panel. After reviewing our recommendations you forwarded them to Paul Rilling. Paul has now responded in a letter of June 12, copy attached.

You will note that Joe Gross wanted his complaint to be judged on the two grounds outlined in the last paragraph on page one of the Atlanta Panel report as follows: one, procedures employed in dismissal was improper and two, one reason for the dismissal was to vacate the position so that a Negro could be appointed to it.

Regarding the first point, we have already commented in our letter of May 24 as follows: "Regarding the procedures discussed in numbered paragraphs 1 and 2, there are no findings that there were violations of any administrative regulations in the discharge of Mr. Gross. Although it is argued that the procedure followed was 'arbitrary and contrary to normal procedure...,' in the absence of a NAIRO code of professional standards there is no basis to challenge this dismissal on procedural grounds."

Regarding the second point, Paul properly suggests that this is a matter for determination in Washington. In Paul's letter of June 12, he adds: "Another bit of information: Gross stated that Booker McGraw at HHFA told him that the national agency wanted a Negro in the position."

We would again urge that NAIRO raise this question with HHFA in an effort to determine whether this is indeed an official or unofficial policy of that agency. As we stated previously: "The answers to these questions may open further lines of inquiry respecting (1) the validity of Mr. Gross' complaint, and (2) a possible violation by HHFA of the Federal government's regulations regarding fair employment practices."

Sincerely,

A. Abbot Rosen John L. McKnight

N — Gen

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RECEIVED
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1 August 1962

TO: Board and Members of NAIRO
FROM: Fred Routh

My memorandum to the Board, dated July 10, 1962, regarding the appointment of Lloyd Davis to temporarily head our training project has led to some confusion. The purpose of this memo is to correct any misunderstanding that may have arisen.

Lloyd Davis resigned from the Post Office Department and agreed, at the request of the Executive Committee, to assist the Association in the organizational phase of the professional training project we are undertaking with the Institute of Human Relations. We understand that Lloyd plans to assume a new post in the field within the next month to six weeks.

Lloyd felt there was a conflict of interest between his occupying the Presidency and being in a paid position, even for a temporary period, with the Association. He, therefore, submitted his resignation to the Board of Directors. This produced a "presidential crisis" for the By-Laws are not as clear as they might be on the lines of succession.

At the request of our President-Elect, Ed Rutledge, a special meeting of the Board was called in New York on Saturday, July 21. At this meeting the Board asked Lloyd to reconsider, feeling there was no conflict of interest involved in his serving the Association for a brief time in a paid position and at the same time holding the presidency. Lloyd reconsidered and acquiesced to the wishes of the Board. He was designated a Consultant to the training project and instructed to carry out the organizational phases of it for the Association.

The Board also took note of the difficult financial position of the Association's coffers. We must raise more than $10,000 in addition to anticipated income to meet our obligations this year. A number of our members have not renewed their memberships in a timely manner. Prompt attention to this would greatly assist the Association at this moment. Serious efforts to find new sources of income from Foundations will be pursued. The Board is heavily counting on funds from the NAIRO-Sponsors project as well. Roger Nathan will be in touch with many members on this matter and your best efforts are needed to insure its success.

A regular copy of the Minutes of the Board Meeting, held July 21 in New York City, will be mailed to the Board members shortly, but I wanted to get this memo out to you immediately to correct any misunderstanding that might exist. As you may know, for a six week period I am heading the Encampment for Citizenship in Berkeley, California; I will be back on the NAIRO job and payroll in mid- August.

All good regards.

fib

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
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14 August 1962

TO: Members of NAIRO Board of Directors

FROM: Lloyd Davis, President

SUBJECT: Suggested "Foundation Package"

Background

There has for some time been considerable interest on the part of Board members in the development of a NAIRO "Foundation Package"--a full blown proposal covering a variety of major programs and projects, for submission to a single foundation. Such a "foundation package" would involve considerable sums of money and to date no single foundation operating on the American scene appeared willing or able to lend support to such an undertaking. This situation has now changed with the decision of the Ford Foundation in the 1960s "to take risks in ventures that may yield substantial advances for human welfare." Specifically, the Foundation has cited five major areas of action for the decade ahead:

Educational Affairs
International Affairs
Public and Economic Affairs
Overseas Development
Arts and Sciences

Under "Public and Economic Affairs," the Foundation has indicated that it will support research and action programs on human problems of the city, including the problems of the Negro and other minority groups, and on the development of the city into a richer cultural and social environment. Under "International Affairs," the Foundation has indicated that it will seek opportunities to help individuals and institutions improve the formulation and execution of United States foreign policy and programs and that aid will be given to efforts to increase American understanding of and participation in world affairs and to mobilize professional men and women and other leaders for international service. The Foundation has further indicated that measures will be supported to increase the effectiveness, freedom, and responsibility of international means of communication and to broaden foreign knowledge and understanding of American institutions and culture.

To quote the Board of Trustees of the Ford Foundation more directly:

> "The Ford Foundation faces the 1960s with an awareness of the awesome problems facing mankind, yet with a conviction that mankind has the means to liberate itself progressively from poverty, disease, ignorance, and devastating war and to reach higher levels of civilization.
>
> "The challenges that engaged the Foundation at the outset of its program in 1950 largely remain. Many great issues are today even more pervasive, complex, and urgent.
>
> "Many of the leaders and scholars whom the Trustees consulted urged the Foundation, as a primary goal, to assist in so invigorating American society that it will rise to its national and international responsibilities, strengthen its moral fiber, and achieve fulfillment beyond material well-being.
>
> "They stress the Foundation's ability--and responsibility--to act imaginatively and experimentally, and to address itself, as it has sought to do in the past, to the fundamental issues of our time. They urged the Foundation to realize its full potential to extend and apply knowledge so that change will be directed to the benefit of mankind."

Ford Foundation Trustees have indicated that the Foundation will continue to be particularly sensitive to the significant needs within its area of interest that are not likely to be met by others, and that it will resist pressures and temptations to support only conventional activities, however, worthwhile. Yet it will weigh its decisions not to enter given fields or to reject given proposals as heavily as its affirmative actions.

NAIRO REVIEW

In view of this development on the part of the Ford Foundation, a review has been made of a large number of special projects and programs which have been developed by NAIRO over the past three years and for which foundation assitance was sought (in a few instances successfully, in most unsuccessfully). These projects and programs could provide a sizable foundation package and fortunately most of the proposals have been already developed into submission form with budget.

WILL YOU TAKE A LOOK at these projects in light of the Ford Foundation's area of interest for the 1960s and indicate to me, just as soon as possible, which projects might be given further attention for inclusion in a possible

foundation package and which projects now appear out-dated and of less urgent importance.

Will you also suggest some new areas of program for NAIRO in light of the Ford Foundation's new challenging outlook for the decade ahead.

I would like to have this information available for Fred Routh when he returns from California so that immediate effort can be made to put together a "saleable" NAIRO foundation package.

Finally, I am asking the following members to work with and assist Fred in the development of a foundation package: Edward Rutledge, John G. Feild, Elmer Paul Brock, Harold Fleming, Irving Goldaber, David Danzig and John V. P. Lassoe, Jr.

THE REVIEW

NAIRO Programs and Projects
for which Foundation assistance
has been sought

PROJECTS AND PROGRAMS NOW ON FILE

1. Associate Director ($15,000 annually for three years, covering salary and related expenses)--Employment of staff to supplement work of the present executive, across the board or with specific program responsibility.

2. Informational Services Program ($13,000 annually for three years, covering salary and related expenses)--Four-fold attention to fields' information needs: Survey of existing resources, referral of inquiries, research on non-referrable inquiries, preparation of special materials.

3. Journal of Intergroup Relations ($6,000 annually for three years, covering editorial, printing and promotion costs)--Subsidy of major costs of Journal publication during its first three years, i.e., until it becomes self-supporting.

4. Publications Fund ($2,500 annually for three years, covering editorial and printing costs)--Establishment of a revolving fund to permit publication of pamphlets for low-cost distribution.

5. Local Program Activity Aid ($1,500 annually for three years, covering travel, materials, etc.)--Stimulation of regional NAIRO conferences and local NAIRO CHAPTERS through officer and staff travel, and other program aid.

6. Research Services ($15,000 annually for three years, covering staff and related expenses)--Continuing survey of pertinent agency and academic research, organization of practitioner-academician research conferences, preparation of research bulletins, stimulation of needed research.

7. Internship Program (No fixed amount or time period)--Full grants rather than matching grants of $2,500 as previously sought.

8. International Survey ($30,000 for two years or $15,000 for one year)--Compilation of Information and materials on intergroup relations problems and approaches throughout the world; preparation of summary document; development of agenda for international conference; rationale for international center.

9. "Big Think" Consultation--This represents a Second Big Think similar to the First Big Think in New York City ($5,000 is sought).

10. Intergroup Relations and the Public Interest ($8,000 for one year, covering salary and related costs)--An inquiry into this subject along lines developed by a midwest Philosophy body but with special reference to intergroup relations concerns.

11. Housing Program ($50,000 for five-year period)--Covers a National Conference, Regional and Local "Little Arden House" Conferences, Training Program for Professional Staffs of Housing Industry and Intergroup Relations Personnel, Internship Training of Intergroup Relations Workers, Testing and Refinement of Community Action Techniques, Training Program at University Level, Clearing House.

12. International Conference (Amount and time period not established)--A proposal for an international conference on intergroup relations work, involving practitioners and academicians from various parts of the world. This would follow the international survey. It has been suggested that the Conference need not necessarily await completion of the survey, that the agenda and contacts abroad could be developed now with existing foreign and United States resources.

13. International Center (Amount and time period not established)--A proposal for an international center on intergroup relations research and practice, to compile and disseminate the latest information on intergroup relations work around the world.

14. Defining Professional Standards ($15,000 for one year, covering staff salary and related expenses)--Definition of the role and function of the intergroup relations generalist and the standards for various professional attributes, leading to the creation of machinery for the accreditation of consultants.

15. A 1963 "Big Think" ($6 - 10,000 for one year, covering consultations and special Journal issue)--A year-long program of consultations and discussions designed to help the field translate its directions and visible trends.

16. Specialized Consultations ($4 - 5,000 apiece)--A series of top-level consultations on specific areas of concern (e.g. housing, city planning, employment, guidance and counselling), involving intergroup relations workers and outside experts. Nature of discussion: "Brainstorming." Focus: methods and techniques.

17. In-Service Training (Amount and time period not established)--A series of in-service seminars or institutes in cities across the country, designed for "middlers" (three to seven years' experience) in intergroup relations and related agencies.

18. Center for Advanced Studies (Amount not established, but high)--Establishment at some university of a center designed to give experienced professionals an opportunity for "mid-stretching" study, discussion and research. Contemplated a group of twenty-five each semester, all on paid leave-of-absence from their agencies or (for public agencies) on scholarships.

19. Agency Newsletter (Possibly as part of Informational Services Program or as separate project with budget of $8 - 10,000 annually for three years)--Compilation and dissemination of agency news, program ideas, structural changes, and developments. Similar to Departmental newsletter of old but staffed and distributed across agency lines.

20. Bulletin for Board Members (with budget of $3 - 5,000 annually for three years)--A bi-monthly or quarterly newsletter for agency Board members

(those belonging to NAIRO or those subscribing or both), to report agency and professional (but not substantive news of special interest; to help develop profession's image; to give Board members a sense of nationwide "fraternity." Could be developed for all interested lay people--"Friends of NAIRO" who express an interest in intergroup relations work.

21. Consultant Services ($50,000 annually for three years, covering staff salary, consultant fees, travel, materials, etc.)--A project to render professional assistance to new citizens group and public agencies, especially in the South, that face organizational problems. Competent professionals (employed on a fee basis) would be made available to new agencies on request; materials and correspondence would offer continuing aid afterwards.

22. Southern Staff Training ($50,000 annually for three years, or $150,000)--A program, combining elements of internship and in-service training, designed to prepare potential intergroup relations workers (now in peripheral agencies) for municipal and state agency openings that will be occurring with increasing frequency in the South. Long-range and short-range program. Matching grants of $2,500 each would be offered to selected agencies for one year of on-the-job training for a new worker, chosen by the agency and supervised by an agency staff member. To provide a reservoir of potential workers for less imminent openings, a series of regional or area seminars are proposed for people of commitment now employed professionally in social agencies, churches, etc.

23. Conference for City Planners and Redevelopers (Amount to be established)--To follow the pattern established some years ago in NAIRO's Police-Community Relations Conference; a consultation for city planners or redevelopers or both, together with their intergroup relations agency counterparts in the same cities.

24. A Proposal for A Systematic Analysis of the Skills and Knowledge Utilized by Junior Professional Intergroup Relations Workers ($22,000 for one-year period)--Anticipated out of this effort will come outline for a training program for Junior Professional workers and that results of survey will assist with writing of job descriptions and development of intergroup relations workers qualifications and standards.

25. National Training Facility - Pre-Planning Activity ($10,000 for six months of pre-planning activity to being into being a first-rate national training facility)--Designed to meet a variety of training needs in the field.

26. Leadership Conference on the Future of the NAIRO (a budget of $9,400, covering board and room for select pratictpants, travel allowance, preparation of ten working papers, publication of proceedings, etc.), is requested.

27. Study of the Role and Function of County and Manicipal (public) inter-group relations agencies with the development of varied model ordinances. (No ammount asked for at this time).

28. Study of School Integration and Defacto-Segregation in Northern Schools (a one-year study - $10,000 budget).

29. A first-rate on-going national training facility supported by a major Foundation Subsidy. (No amount yet developed).

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

PA ✓
LD ✓
PP

21 August 1962

M E M O R A N D U M

TO: Board of Directors
FROM: Lloyd Davis, President

1. Enclosed you will find the minutes of the emergency Board meeting held in New York, July 21, 1962.

2. I am also enclosing a memorandum on NAIRO's "Suggested Foundation Package." This memo is not intended as even a preliminary draft of a proposal to any foundation; rather, it is a listing of program proposals for which we have sought or hope to seek foundation support. Before any final draft is prepared, we want your suggestions and comments.

3. May I also remind you of the date and place of the next Board meeting:

Saturday and Sunday, September 8th and 9th
New York City Commission on Human Rights
80 Lafayette Street - 7th Floor

4. Chairmen are again asked to forward their reports to the national office, if they have not done so. Suggested agenda items for this meeting should also be forwarded.

5. Reservations are being made at the Prince George Hotel (28th Street and Fifth Avenue) for those who have requested them.

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Enclosures - Board Minutes
Foundation Memo

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

BOARD OF DIRECTORS MEETING
July 21, 1962
New York, New York

MINUTES

Present: Lloyd Davis, Harold Fleming, Irving Goldaber, George Grier, K. C. Jones, Frances Levenson, John Morsell, Alan Reitman, Edward Rutledge and William Valentine.

Staff: Victor Morovec (bookkeeper), Frederick B. Routh and Albert L. Nellum.

I. LLOYD DAVIS opened the meeting and immediately turned the chair over to Vice President FRANCES LEVENSON.

II. Miss LEVENSON suggested perhaps the best way to handle the several items on the agenda; DAVIS' resignation, appointment of a successor to fill the un-expired term, and an examination of the financial situation, would be to discuss each of these matters separately and thoroughly before arriving at any decisions or calling for a vote.

III. This procedure was agreed upon and a discussion of finances followed. IRVING GOLDABER, treasurer, distributed the current financial statement for the group's study prior to the discussion. (Copy attached).

After explaining the report, GOLDABER mentioned that several questions had recently been raised as to current low bank balance caused by the payment of a large number of outstanding debts. He explained that these bills represented legitimate debts incurred by the Association and some were outstanding for more than six months. As treasurer he could see no course other than to make payment of these debts, in that we did have the money on hand. There followed some discussion on the wisdom of paying all of these

bills at once, thus depleting the treasury at a time when income from dues, etc. is likely to be slight. There was also discussion as to who should be responsible for the decision; the director, the treasurer, or the president.

IV. The discussion then turned to potential income. Noticing that future prospects seemed dim, RUTLEDGE suggested that the Board be realistic about the situation and recognize the fact that it has over-extended itself. He asked would it not be wise to consider dropping the commitments made to the recently appointed consultant to the National Training Project, as well as the assistant director. HAROLD FLEMING stated that both agreements had been made in good faith by the Association and that it should consider itself bound by these agreements. He could see no way of backing-out on these agreements nor was he in favor of it. K. C. JONES added that although the Association was in financial trouble, this was not the time to cut staff or curtail program. This would be going backwards when we should be attempting to maintain our staff, increase our services, increase programming, and live up to our commitments.

V. At this point the chair suggested that Board consider the question of DAVIS' resignation and the training project since both are closely related to matters now under consideration. There was discussion which centered around the haste with which the appointment was made; why DAVIS resigned; and the interpretation of the by-laws as relates to resignations, and the appointment of a successor.

It was explained that in keeping with the Board's directive (Meeting of May 24 - 25) NAIRO had been involved in a series of meetings with representatives of the Human Relations Institute of AJC to plan a national training program. The members of this ad hoc committee were impressed with the urgent need for such a program and had prepared a request for funds to hire a project director on a temporary basis. This person, when hired, would be responsible for assisting the various sub-groups of this ad hoc committee (i.e., on need, curriculum, market, financing, etc.) and preparing a foundation request for the entire program. This request was presented to a foundation but was turned down. The committee still agreed it needed someone to assist them in getting the project off the ground and it was at this point that they learned of LLOYD DAVIS' availability. He was approached on an informal basis by NAIRO's representatives to the committee and asked if he would be willing to take on this temporary assignment. Feeling that there was enough cushion in our budget to absorb the salary and that the money would be re-paid once funds for the project were obtained, the Executive Committee agreed we should move if DAVIS was willing to accept.

To this DAVIS added that upon accepting the offer he felt it necessary to resign the presidency in order to avoid a conflict of interest, even though the position was temporary. Several Board Members stated they saw no conflict of interest and suggested DAVIS should not have resigned. In the absence of Legal Counsel, it was decided by consensus that DAVIS' letter of resignation addressed to the Director, had not in fact been accepted by the Board and it was moved that the Board strongly urge DAVIS to reconsider his decision to resign from the office of president. ***(GOLDABER-RUTLEDGE) CARRIED. A brief recess was called at this point.

When the group re-convened, DAVIS thanked them for their expressions and their vote of confidence but said he still felt it in the best interest of the Association for him to resign. Several Board Members disagreed with him and he was again asked to retain the presidency. Consensus was if DAVIS resigned, RUTLEDGE would be the logical successor for many reasons, but RUTLEDGE expressed his reluctance and inability to assume the responsibilities of the office prematurely and asked DAVIS if he would not remain in the office. At this point, DAVIS agreed to accept the Board's request and remain in the presidency. He was then returned to the chair.

VI. At this point GEORGE GRIER and K. C. JONES suggested that this whole matter must have been of considerable confusion to Board members who were not present and to the membership. It was agreed that the executive director and the chairman of the Public Relations Committee (A. REITMAN) would draft a letter to the membership explaining the nature and urgency of the training project, the temporary post and the Board's actions of today.

VII. Upon resumption of the chair, DAVIS explained that although he had agreed to accept the temporary position at a salary of $1,000 a month, in view of NAIRO's financial crisis, he would forego salary until funds are obtained for financing the project or until NAIRO is in a better position to pay. The Board agreed to this, but added that out-of-pocket expenses should be re-paid immediately.

VIII. The whole area of potential finances for NAIRO's general operating budget was re-opened. ROUTH reported that the San Francisco Chapter had agreed to turn some $2,000 remaining from the 1961 conference income over to the national office. However, this was being done with the stipulation that national must then be responsible for the publication of the proceedings from that conference, since the money was obtained with a promise of publishing such proceedings. The cost of publication and mailing is estimated

at more than one-thousand dollars. Although some of these funds may be used to offset current expenses we are still committed to publishing the proceedings prior to November 1962. This means we must be prepared to return any amount used from this sum within 90 days.

There are requests for funds out to several individuals in the Chicago area, for NAIRO's general support and operating budget. They have all received letters from the president and are presently being followed-up by the sponsors committee chairman, ROGER NATHAN and several other NAIROites in Chicago. There is no way of knowing whether their efforts will be successful or not.

The sponsors committee itself has gotten its first mailings out to the various sections of the country and we may possibly receive income from their efforts soon. Staff was directed to assist NATHAN in any way possible in strengthening this effort.

It was reported that we are still some $6,000 short in our efforts to collect dues from delinquent members. Staff reported that notices were being sent individuals immediately and that in addition, regional and chapter chairmen were being provided with a list of members in their areas who are delinquent and they are being asked to contact these people personally.

There is a commitment from E. PAUL BROCK to attempt to obtain contributions from individuals in the Deleware area. Staff was directed to follow-up on this effort and lend help however possible.

In view of the desperate financial situation, staff was directed to curtail all travel, mailings, and other expenses. The Board agreed it could not cancel its agreement with the assistant director until the expiration of the agreed six-month period.

There was discussion as to whether curtailment of an issue of the JOURNAL would be feasible in an attempt to save funds. It was felt that we are committed to the Meyer Foundation to publish papers for the November conference in the next issue and as a result must publish the fall JOURNAL. GEORGE GRIER was asked to investigate the possibility of publishing these papers in another form, thus allowing us to eliminate the expense of the fall JOURNAL.

IX. There was discussion as to the position in which the Association now finds itself with regard to the number of potential project grants. The lack of general operating funds becomes more acute

when you consider the many areas in which we might obtain funds for special projects, yet we are seriously hampered due to the lack of operating funds. RUTLEDGE suggested the president and the director should meet as soon as possible to prepare an over-all program covering NAIRO's total area of interest, which could be presented to an interested foundation. He indicated that there was reason to believe that this foundation is ready to make grants in the millions of dollars if we come-up with a comprehensive program.

It was recommended that in the future the executive director be responsible for the day-to-day handling of the Association's financial affairs in consultation with the treasurer and the president as necessary. The matter of the physical location of the Association's books was also discussed, but a final decision was left to the director and the treasurer.

X. The director reported that several chapters in California have invited him to attend their annual meetings while he is on the coast. He explained that it would make sense for him to visit these and other west coast chapters while he is in the general area at no cost to NAIRO. He explained his hesitation in view of our limited finances and the fact that it would mean he would remain in the area for another week following his commitment with the Encampment. The Board left this to his discretion, but suggested he inform these chapters of NAIRO's financial situation and ask if they cannot pay the cost of his transportation from San Francisco to their meetings.

XI. In view of the low bank balance and the need for minimum operating expenses for the summer months, RUTLEDGE prevailed upon the National Committee Against Discrimination in Housing to loan NAIRO $2,000 which NCADH is to receive.

XII. The meeting was then adjourned.

Respectfully submitted,

ALBERT L. NELLUM
Assistant Director

Office of the Treasurer
National Association of Intergroup Relations Officials
Room 700
80 Lafayette Street
New York 13, N.Y.

TREASURER'S REPORT
For Period
January 1 through July 20, 1962

Summary

Total cash to be accounted for.....	26,810.26
Total expenditures.....	25,599.05
Balance on hand.....	1,211.21

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Anticipated Receipts 1962			Actual Receipts Jan. 1, 1962 to July 20, 1962	
$19,500.		Membership Dues		$9,070.00
	$ 3,000.	New Members	$1,515.00	
	15,000.	Renewal	7,005.00	
	500.	Assessments (Belated)	550.00	
	1,000.	Life Memberships	0.00	
5,000.		Publications		1,527.68
	4,800.	Journal	1,376.93	
	200.	Others	150.75	
500.		Development Fund		53.00
5,000.		Sponsors		0.00
3,900.		Special Projects and Grants		12,750.00
		Advance from Ford Foundation	7,750.00	
		New World Foundation Grant	5,000.00	
		Contributions and Reimbursements		405.50
2,500.		Proceeds from 1962 Conference		0.00
	2,000.	Registrations	0.00	
	500.	Local Contributions	0.00	
		Severance Pay		1,417.45
		Severance Pay Reserve	1,284.34	
		Interest on Reserve	8.11	
		1962 Pro-rated Payment	125.00	
		Balance 1/1/62		1,586.63
$35,900.		Total cash to be accounted for		$26,810.26

Anticipated Expenditures 1962			Actual Expenditures Jan. 1 - July 20, 1962	
$16,440.		National Office		$ 9,403.12
	$10,500.	Executive Director	$ 4,373.21	
	500.	Severance Pay	1,417.45	
	4,940.	Secretary	2,427.77	
	500.	P-T Clerical	226.10	
		Asst. Director (Ford Fdn.)	958.59	
480.		Employee Benefits		330.05
	100.	Hospitalization	149.42	
	320.	F.I.C.A.	120.63	
	60.	Disability	60.00	
7,775.		Office Expenses		5,838.47
	100.	Hospitality	14.64	
	1,500.	Rent	916.72	
	250.	Equipment	18.00	
	800.	Postage	490.10	
	1,000.	Printing	723.55	
	950.	Telephone	480.45	
	600.	Office Supplies	234.83	
	2,500.	Travel	1,643.76	
	25.	Subscriptions	16.50	
	50.	Miscellaneous	495.59	
	00.	Relocation	804.33	
600.		President's Office		287.04
395.		Treasurer's Office		225.00
	300.	Bookkeeping	175.00	
	50.	Audit	50.00	
	10.	Postage, Supplies	0.00	
	35.	Bonding	0.00	
8,500.		Publications		5,542.18
	8,200.	Journal	4,542.18	
	300.	Promotion	1,000.00	
1,000.		Promotion Regional Chairman		109.46
600.		Debt Retirement (AJC $1800.00, over 3 years)		0.00
0.		Debt Interest		106.16
110.		Miscellaneous		3,757.57
		Accrual for Severance Pay	125.00	
		Ford Fdn.	3,372.57	
		Refunds	260.00	
$35,900.		Total Expenditures		$25,599.05

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

BOARD OF DIRECTORS MEETING
September 8 & 9, 1962
New York, New York

MINUTES

Present: Lloyd Davis, presiding; John Binkley, Harold Fleming, Irving Goldaber, Robert Greene, John Lassoe, Frances Levenson, Louis Mason, John Morsell, Edward Rutledge, Richard Shapiro, Gregory Shinert, William Valentine, John Yoshino.

Guest: Corneff Taylor

Staff: Frederick Routh, Albert Nellum.

I. Minutes of the May 24-25 meeting and those of the emergency meeting of July 21 were approved. (YOSHINO-MORSELL)

II. Treasurer, IRVING GOLDABER, presented his report (copy attached) and lead the discussion on NAIRO's finances. He explained that the yellow sheets represent the financial report in its traditional form, which is misleading and does not give an accurate picture. The pink sheets give a proposed emergency budget for the remainder of the calendar year. Also enclosed is an approximate budget for the October Princeton Conference and a listing of current outstanding bills.

The Board discussed and questioned several items on this proposed budget. Potential income from foundation grants, memberships, and the Sponsors Committee was questioned and it was agreed that income from these sources was not certain. It was also suggested that proposed expenditures such as printing, staff travel, Regional Chairmen and Presidential expenses be curtailed, if not eliminated.

*** The Treasurer's report was accepted with a vote of thanks to IRV GOLDABER and Victor Morovek, bookkeeper, for the clarity and thoroughness of the report. (MASON-MORSELL)

*** It was further moved that as of September 15 the Board freeze all funds for use by Regional Chairmen, and that Chairmen be informed immediately. (FLEMING-MASON) Carried.

*** It was moved that the Board direct the Executive Director to stop publication of the Fall, 1962 JOURNAL and make every effort to arrange to print only one issue of the JOURNAL (that containing the Meyer Papers) between now and the end of the calendar year. (FLEMING-MASON) Carried.

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*** It was also moved that the Executive Director, President, and Treasurer be requested to review other items in this emergency budget, especially those pertaining to office expenses, with a view to cutting these as much as possible in order to insure payment of staff salaries. (FLEMING-BINKLEY) Carried.

There was discussion as to the date of termination of the position of the assistant director -- November 15, 1962. It was suggested, should funds become available, that NAIRO retain him for at least the period of the Annual Conference. There was objection to this suggestion on the basis of present uncertainty of additional funds and the fact that outstanding bills and salaries for the remaining staff should take precedence if new funds are available.

*** It was moved that the membership be informed that as of November 15 the position of assistant director will be terminated and office staff will consist of a director and a secretary. (RUTLEDGE-MORSELL) Carried.

III. A lengthy discussion was held on a possible NAIRO foundation package which would combine several projects and activities into one comprehensive request (see Lloyd Davis' memo, dated August 14). The president reported NAIRO has only one request for project funds before a foundation at present. That one is from the Commission on School Integration for a study of de facto segregation in Northern schools. All other committees and commissions have been asked to refrain from submitting proposals and to submit any future projects for consideration and possible inclusion in such a package. He also stated NAIRO and the Institute for Human Relations of the American Jewish Committee would begin preliminary discussions on possible financial support for the training project with foundations late in September. There was some discussion as to the degree of NAIRO's involvement in this project with a single agency. It was stated that NAIRO's concern in such projects should be governed by what seems to be the Association's basic concerns in all matters; namely, professional wellbeing (security and integrity); professional competence and performance (methods, skills, standards and training); and the fact that NAIRO is in the unique position of being able to call together the various agencies on matters of specific concern and to represent these agencies as the professional association.

IV. The president and director reported on the progress of the NAIRO-AJC Training Project. A survey of the need for such training has been mailed to a number of agencies, both public and private, as well as to private industry. To date the response from the national agencies has been unusually good. Surveys were also sent to those companies that signed Plans for Progress and several have indicated their need for such training and we expect to hear from the federal government on their needs in the near future. The joint committee will meet in late September to discuss the results of this survey and to finalize plans for the initial pilot training group.

Sunday, September 9, 1962:

Present: Lloyd Davis, presiding; John Binkley, Irving Goldaber, Robert Greene, John Lassoe, Frances Levenson, Louis Mason, John Morsell, Edward Rutledge, Richard Shapiro, Gregory Shinert, William Valentine, John Yoshino.

Staff: Frederick Routh, Albert Nellum.

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V. The Director's Report - The director reported that staff had maintained continuous contact with regions and chapters during the summer months and had worked closely with chairmen in carrying out membership renewals and recruiting new members; selecting candidates for the 1963 Nominating Committee slate; and assisting in the efforts of the Sponsors Committee. In addition, staff was present at the Great Lakes Regional Conference; Routh attended special meetings of the San Francisco, Los Angeles, and Seattle groups. Both Routh and Nellum have worked with the Washington Chapter and the Annual Conference Committee. Nellum, in visits to Philadelphia for meetings of Task Force II, has been in touch with members there.

While on the west coast, Routh met with a group of San Francisco Chapter members at their annual meeting and chaired a panel on Police-Community Relations. He attended a special meeting of the Greater Los Angeles Chapter and assisted them in the planning of a West Coast Regional Conference. Routh was also involved in a planning session of a group of NAIRO members in the Seattle area who are trying to form a chapter. In Seattle, he also met with the chairman of the new Mayor's Committee on Minority Housing Problems.

During the past two months, NAIRO was represented at several conferences held in the midwest. Nellum represented the Association at the Annual Conference of the National Urban League (Grand Rapids) and the National Federation of Catholic College Students (Chicago). FRANK BALDAU and his staff at the Ohio Commission on Civil Rights represented NAIRO-at the request of the national office-at the Annual Congress of the U.S. National Student Association. At each of these conferences, literature was distributed and an effort was made to solicit memberships and Journal subscriptions, in addition to program participation. Staff has, of course, continued efforts to establish advisory and consultative relationships with federal and other agencies in the Washington area. (Mrs. Brown's report on memberships and Journal subscriptions attached.)

VI. Regional and Chapter Reports - The Great Lakes Region held its third regional conference June 22, 23, and 24. The conference was held in Chicago and attracted nearly one hundred persons. It was also reported that due to a change in employment, K.C. Jones, Regional Chairman, has been relocated in Washington. Davis and Rutledge are conferring on a successor.

GREGORY SHINERT, chairman of the North Central Region, reported that attempts are being made to form a chapter in St. Louis area and that plans for the region's first conference are already underway.

WILLIAM VALENTINE, new chairman of the Northeast Region, reported on the meeting of the New York Chapter held early in the summer and the region's efforts to recruit new members.

There was a special meeting called by the members of the North West Region to discuss the formation of a Chapter in Seattle.

Reports were also received on summer chapter meetings in Atlanta, Detroit, San Francisco, and Los Angeles.

The report from ERWIN FEIERTAG of the Southwest Region indicated increased activity on membership renewals and recruitment. They are also planning a

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VI. regional conference for the Spring of 1963.

VII. Committees and Commissions - It was reported that the Nominating Committee, under the chairmanship of HAROLD LETT, has almost completed its work on a slate of officers and new board members for the year 1963. The Committee expects to have ballots in the mail to the membership well in advance of the Annual Conference.

1962 Conference Program Committee report was given by ROBERT GREENE, chairman. He reported that the program as approved by the Board at its May meeting remains the same. Speakers for several of the major presentations have been obtained, and the committee is now working on panelists and discussion leaders for some of the clinics and other program spots. Greene also reported that the Conference Arrangements Committee was still without a chairman although DON SLAIMAN had agreed to act as chairman until a permanent chairman could be secured. Hotel arrangements have been made, and an agreement for free refreshments for the President's Reception has also been received. He reported that the Arrangements Committee was still far behind in its proposed budget and having difficulty in raising the needed $2,500. The Arrangements Committee decided to hire a parttime Conference Coordinator to insure the involvement of key persons, agencies and societies in the Washington area. The Board expressed its concern over the fact that no mailing had been sent the membership and requested that such a mailing should be completed as soon as possible. The Board offered a vote of thanks and appreciation to Robert Greene for his efforts as committee chairman.

Committee on Public Policy - There was discussion as to this Committee's responsibility. It was explained that this Committee under the chairmanship of GEORGE CULBERSON, had been asked to draft the Association's public policy statement. This statement was then to be circulated among the various chapters for their discussion and suggestions prior to the Annual Conference. In the absence of Culberson and his report, staff was directed to insure the fact that the Committee carried out its responsibility in this regard. It was also reported that at least one chapter (Cleveland) had sought permission to release a statement in the name of the chapter on a local issue, but could not in the absence of NAIRO's official statement of principles. The question of resolutions was also discussed. The Board distinguished between the statement of principles and conference resolutions insofar as resolutions should be topical and representing the concerns of the Association as expressed at the Annual Conference, while a statement of principles would be the permanent policy statement of the Association.

*** It was moved that a committee be created to receive and review resolutions to be submitted to the membership at the Conference, and that resolutions should be in the hands of the committee prior to the Conference final business session so that they might be acted upon. (RUTLEDGE-MASON) Carried.

JOHN MORSELL was appointed chairman of the 1962 Conference Resolutions Committee, to report to the Conference on Friday, November 30, at the scheduled plenary session.

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VII. The report of Task Force I (GEORGE CULBERSON, chairman) was given by staff. It was reported that the Task Force met in Washington on June 5. It was decided that small groups of task force members should visit the various federal agencies and departments to determine the extent to which they were effectively dealing with intergroup relations concerns and how NAIRO might be of help. Prior to these visits, clearance was to be obtained through Lee White, Presidential Assistant for Civil Rights. It was reported that chairman Culberson and Lloyd Davis had met with White and clearance had been obtained. In the early fall, these agency visits would be completed. Task Force I would again meet to review the progress and formulate any further suggestions it may desire to make to the Executive Branch.

Staff also reported that the first meeting of NAIRO's Task Force II on the role and function of county and municipal agencies (GEORGE SCHERMER, chairman) had been held on Friday, September 7, in Philadelphia. This initial meeting had been primarily exploratory and attempted to define the goals and approach of the group. A second meeting for those members in the west and midwest is being planned for late September or early October. The task force does intend to have a general statement of the problem of intergroup relations in the urban area ready for discussion of the membership at the annual conference. It is anticipated, however, that the total study and preparation of the final report will take a number of months.

A written proposal of the procedure for the Panel on Professional Integrity (JOHN MC KNIGHT, chairman) was presented to the Board for its consideration. The discussion of this proposal also involved reports on the two complaints that have been received thus far by the Panel. The Board again expressed its concern that such complaints be handled as expediously as possible. Due to the importance of these cases and the way in which the Association handles them, it was agreed that decisions in terms of procedure, etc., should not be made precipitously. With the consensus of the Board, the president directed that the director send to the entire Board copies of the panel's suggested procedure as well as the records of investigation of previous cases for its consideration and that Board be prepared to act on this matter at the November meeting.

*** The Board moved that, at the request of the complainant in a letter dated August 1, 1962, the investigation in the case of Carl Glatt be closed. (MASON-MORSELL) Carried.

JOHN LASSOE, chairman of NAIRO's Group Life Insurance Committee, reported on the results of his committee's investigation of several group plans which might be offered to NAIRO members. The committee suggested we enter an agreement with a specific company which would represent no financial obligation on the part of the Association. With a minimum of 50 members, policies would be available at minimum rates directly from the company. There was some discussion as to whether other companies had been investigated, and it was suggested that other nationally known companies be looked into.

*** It was moved that the committee be empowered to determine the plan best suited for the membership and after such determination, to make the plan available to NAIRO members.

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VII. EDWARD RUTLEDGE, chairman, Commission on Housing and Urban Development, reported that arrangements for the Princeton Housing Conference were progressing smoothly. He reported that all but two of the more than thirty leaders in the housing and lending field invited to participate in the conference had accepted. Several representatives of the Ford Foundation are also expected to attend. The Conference Steering Committee is now working on final program content. Copies of the conference program and work papers will be sent NAIRO Board members and members of this committee when they are prepared. Rutledge emphasized the fact that although much of the staff work on the conference had been done by his office or the National Association of Home Builders to this point, NAIRO's office staff will be expected to assume this responsibility in the future.

VIII. At the Board's request (May 24-25 meeting) a committee was appointed by the president to draft suggested by-law changes that would strengthen and clarify that portion of the by-laws dealing with the authority of the Executive Committee. Copies of these suggested changes were presented to the Board for its recommendation. After some discussion, the Board agreed it would not recommend these changes to the membership. The Board did, however, pass a resolution reaffirming its support of the existing section having to do with the functions of the Executive Committee. (RUTLEDGE-SHINERT) Carried.

IX. The Board was also asked to consider suggested changes in the By-laws which would change the term of association officers from one to two years. There was consensus that two-year terms would be desirable for a number of reasons but questions were raised concerning the matter of presidential succession - whether it is wise to have presidents-elect serving two years, just how such a change in terms of office might be accomplished without confusing the membership, and whether this would limit the number of persons sharing in leadership roles.

It was agreed that the president should appoint a committee of persons familiar with NAIRO's history, Board activities, and problems to draft an amendment to the By-laws which would: provide two-year terms in all offices; decide whether the office of president-elect would still be in order; clarify the matter of presidential succession in the case of death or resignation; and make provisions for outgoing presidents to automatically become one of the regular members of the Board serving three-year terms.

X. The Board approved the suggestion that all commission and committee chairmen be asked to send copies of minutes, announcements, and other materials to Board members so that they might be kept abreast of such activities.

The meeting was adjourned with Lloyd Davis expressing the thanks of the Board to the New York City Commission on Human Rights, its director, Madison Jones, and its assistant director, Irving Goldaber, for the use of its facilities, and to William Valentine for kindness in hosting the Board reception on Saturday evening.

Respectfully submitted,

Albert Nellum
Assistant Director

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 700
80 Lafayette Street
New York 13, N.Y.

Report of the Treasurer

For Meeting of the Board of Directors

September 8-9, 1962

1. Treasurer's Report for Period January 1 through September 15, 1962

2. Princeton Conference Budget

3. Bills on Hand

4. Proposed Budget I: September 16 through December 31, 1962

5. Proposed Budget II: September 16 through November 15, 1962

Office of the Treasurer
National Association of Intergroup Relations Officials
Room 700
80 Lafayette Street
New York 13, N.Y.

TREASURER'S REPORT
For Period
January 1 through September 15, 1962

SUMMARY

Total cash to be accounted for.....	33,587.35
Total expenditures.....	31,571.36
Balance on hand.....	2,015.99

Anticipated Receipts 1962			Actual Receipts Jan. 1 Thru Sept. 15, 1962	
$19,500		Membership Dues		$10,334.00
	$ 3,000	New Members	$2,009.00	
	15,000	Renewal	7,735.00	
	500	Assessments (Belated)	590.00	
	1,000	Life Memberships	0.00	
5,000		Publications		1,831.46
	4,800	Journal	1,635.71	
	200	Others	195.75	
500		Development Fund		78.00
5,000		Sponsors		50.00
3,900		Special Proj. & Grants		13,750.00
		Escrow for Princeton Conference	7,750.00	
		New World Foundation	5,000.00	
		Division Fund	1,000.00	
		Contrib. & Reimb.		425.50
		Loans		4,114.31
		NCDH (Princet. Conf.)	2,000.00	
		San Francisco	2,114.31	
2,500		Proceeds fr. 1962 Conf.		0.00
	2,000	Registrations	0.00	
	500	Local Contributions	0.00	
		Severance Pay		1,417.45
		Severance Pay Reserve	1,284.34	
		Interest on Reserve	8.11	
		1962 Pro-rated Payment	125.00	
		Balance 1/1/62		1,586.63
$35,900		Total cash to be accounted for		$33,587.35

Anticipated Expenditures 1962			Actual Expenditures Jan. 1 Thru Sept. 15, 1962	
$16,440		National Office		$11,186.66
	$10,500	Executive Director	$5,254.96	
	500	Severance Pay	1,417.45	
	4,940	Secretary	3,314.06	
	500	P-T Clerical	351.16	
		Asst Director	849.03	
480		Employee Benefits		583.02
	100	Hospitalization	149.42	
	320	FICA	373.60	
	60	Disability	60	
7,775		Office Expenses		6,812.43
	100	Hospitality	14.64	
	1,500	Rent	916.72	
	250	Equipment	18.00	
	800	Postage	707.54	
	1,000	Printing	723.55	
	950	Telephone	591.22	
	600	Office Supplies	234.83	
	2,500	Travel	2,289.51	
	25	Subscriptions	16.50	
	50	Miscellaneous	495.59	
	00	Relocation	804.33	
600		President's Office		587.04
395		Treasurer's Office		362.50
	300	Bookkeeping	275.00	
	50	Audit	50.00	
	10	Postage & Supplies	0.00	
	35	Bonding	37.50	
8,500		Publications		5,542.18
	8,200	Journal	4,542.18	
	300	Promotion	1,000.00	
1,000		Promotion Reg. Chairman		109.46
600		Debt Retirement (AJC 1,800 over 3 yrs)		0.00
0		Debt Interest		159.24
110		Miscellaneous		6,228.83
		Accrual for Sev Pay	125.00	
		Princeton Conf	5,843.83	
		Refunds	260.00	
$35,900		Total Expenditures		$31,571.36

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Treasurer's Report for September 8, 1962

Princeton Conference Budget
As of Sept. 16, 1962

Amount originally placed in Princeton Conference account $24,000.00

Monies transferred into NAIRO general budget 9,750.00

4/30/62	1,500.00
6/27/62	3,000.00
6/28/62	3,250.00
7/26/62	2,000.00

Monies expended from NAIRO general budget 7,843.83

<u>Case studies</u> .....(budgeted: 10,000)... 5,419.81

Preparation	5,250.00
Printing	115.05
Distribution	54.76

<u>Prep. for conf.</u> .....(budgeted: 4,500)... 2,424.02

Salary	2,037.66
Travel	378.84
Supplies, etc.	7.52

<u>Conf. & later</u> .....(budgeted: 8,000)... 0.00

Nassau Inn	0.00
Travel	0.00
Reporting, etc.	0.00

<u>Contingency fund</u> ....(budgeted: 1,500)... 0.00

Balance of monies in NAIRO general budget 1,906.17

Balance of monies still in Princeton Conference account 14,250.00

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Treasurer's Report for September 8, 1962

Bills on Hand

Total amount of bills on hand for payment $3,032.79

7/16/62	C&P Telephone Co.		204.17	
8/16/62	C&P Telephone Co.		222.66	426.83
6/27/62	Boyd Printing Co.	(journal)	1,222.58	
7/ 6/62	Boyd Printing Co.		9.32	1,231.90
6/ 6/62	Hawes & Petit	(prin.& mail.)	519.72	
6/19/62	Hawes & Petit		85.66	
7/18/62	Hawes & Petit		12.81	
8/ 1/62	Hawes & Petit		7.19	625.38
7/18/62	Ginn's Stationery	(off. supplies)	37.21	37.21
6/29/62	Smith Typewriter	(serv. contr.)	55.00	
7/23/62	Smith Typewriter	(rental)	9.78	64.78
7/ 9/62	Engrava Print	(bus. cards)	18.13	18.13
7/11/62	Turnpike Press	(prin.& mail.)	51.50	
7/11/62	Turnpike Press		100.94	
7/11/62	Turnpike Press		149.51	
8/ 8/62	Turnpike Press		25.49	327.44
6/30/62	Gt. Bear Spring Co.	(water)	16.79	16.79
8/ 6/62	Intern. Bus. Serv.	(printing)	36.00	36.00
7/24/62	Western Union		86.80	86.80
9/ 4/62	Aetna Life Ins.	(Routh hosp.- Q)	32.58	
9/ 4/62	Aetna Life Ins.	(Routh hosp.- Q)	11.36	
9/ 4/62	Aetna Life Ins.	(Brown hosp.- Q)	41.42	
9/ 4/62	Aetna Life Ins.	(Brown hosp - Q)	13.65	
9/ 4/62	Aetna Life Ins.	(Nellum hosp.- Q)	9.83	108.84
8/19/62	Pitney Bowes		31.90	31.90
4/10/62	John Lassoe		20.79	20.79

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Treasurer's Report for September 8, 1962

Proposed Budget I
Sept. 16 - Dec. 31, 1962

ANTICIPATED INCOME

Balance on hand in bank		$ 2,015
Income 9/8-15		200
1962 Conf. registr. (400 @ $5)		2,000
Membership dues		10,000
Renewals.....	$9,200	
New memberships....	800	
Publications		1,000
Development Fund		0
Sponsors		2,125
Special projects and grants		6,800
Deferrment of debt payments		5,300
Loan.....	3,500	
AJC.....	1,800	
		$29,440

ANTICIPATED EXPENDITURES

Bills on Hand		$ 3,032
Taxes, FICA, for 3rd Quarter (7/1-9/30)		1,600
Taxes, FICA, for 4th Quarter (10/1-12/31)		1,500
Debt repayment & interest on debts		9,467
NCDH..10/15	$ 1,000	
NCDH..11/15	1,000	
Loan	3,500	
Loan interest 12/15	53	
AJC	1,800	
SF (for proceedings)	1,114	
SF (for trng. proj.)	1,000	
National Office		6,751
Executive Director	3,645	
Asst. Dir. (to 11/15)	1,666	
Secretary	1,440	
Employee Benefits		0
Hospitalization	0	
Office Expenses		2,990
Hospitality	30	
Rent (8/1-12/31)	750	
Equipment	0	
Postage	400	
Printing	400	
Telephone	400	
Supplies	200	
Travel	800	
Subscriptions	10	
Miscellaneous	0	
President's Office		200
Treasurer's Office		250
Bookkeeping	200	
Audit	50	
Postage	0	
Supplies	0	
Publications		2,900
Journal - Sept.	1,200	
Journal - Dec.	1,700	
Regional Chairmen		750
Princeton Conf. (Expended in Sal. & Taxes)		0
		$ 29,440

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Treasurer's Report for September 8, 1962

PROPOSED BUDGET II
Sept. 16 - Nov. 15, 1962

ANTICIPATED INCOME		ANTICIPATED EXPENDITURES	
Memberships	$ 1,000	Bills on hand	$ 250
Sponsors	910	Taxes, FICA - 3rd Quarter	1,600
Grants	5,000	Debt repayment - NCDH	1,000
		Salaries	3,360
		Travel	500
		Telephone	200
	$ 6,910		$ 6,910

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

6 September 1962

- M E M O R A N D U M -

TO: BOARD OF DIRECTORS
FROM: Frederick B. Routh, Executive Director
SUBJECT: Status of NAIRO MEMBERSHIP (from May 25, 1962 to September 5, 1962)

Total Members (May 25, 1962): 9 0 5
Total Members (Sept. 5, 1962): 9 1 0*

R E G I O N	New Members	Unpaid Active	Total Membership
GREAT LAKES	8	62	216
MID ATLANTIC	13	79	227
MIDDLE SOUTH	2	9	31
NORTH CENTRAL	4	15	50
NORTHEAST	13	53	200
NORTH WEST	--	4	12
ROCKY MOUNTAIN	4	5	17
SOUTH CENTRAL	3	10	26
SOUTH EAST	2	9	32
SOUTH WEST	5	49	99
TOTALS:	54	295	910

*RECAPITULATION: With the addition of 54 new members from May 25th, the total membership to date should be 9 6 4; however, 44 failed to renew (out of this total, there was 1 death); 10 have failed to respond to 2 statements, 1 letter from Executive Director, and 1 letter from Regional Chairmen. (NOTE: Another bill will be sent to delinquents this month).

In addition to the above totals, NAIRO has 3 LIFE MEMBERS (all in Mid-Atlantic Region), and 3 new SPONSORS (Los Angeles Chapter has paid $40 on a sponsorship of $250, and this Chapter will be noted as SPONSORS when the total sum is paid).

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

5 September 1962

- M E M O R A N D U M -

TO: BOARD OF DIRECTORS
FROM: Frederick B. Routh, Executive Director
SUBJECT: Report of Status of JOURNAL OF INTERGROUP RELATIONS and other publications

Total Subscribers (May 25, 1962): 2 1 0
Total Subscribers (Sept. 5, 1962): 2 5 8

	P A I D		U N P A I D	
	NEW	RENEWAL	NEW	RENEWAL
INDIVIDUAL	20	60	6	1
LIBRARIES	9	116	6	4
EXCHANGE		8		
TOTALS:	36	197	14	11

GRAND TOTAL: 2 5 8

From May 25 to September 5, 1962:

SINGLE ISSUES SOLD: JOURNAL -- 1 3 5 (75 of which were Volume III, No. 3)
DIRECTORY: -- 4 5
CIVIL RIGHTS REPORT -- 1

NOTE: It may be noted that of the 50 new subscribers since May 25th, 23 of that total are the result of promotion of April 15th with the Redevelopment Agencies throughout the country; 20 as the direct result of promotion by Paul Rilling; the remaining 7 have no promotional identification.

There are at this time 20 orders - to be processed for new subscriptions - in the national office, to be completed by the 10th of September.

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THE VOLUNTARY HOME MORTGAGE CREDIT PROGRAM

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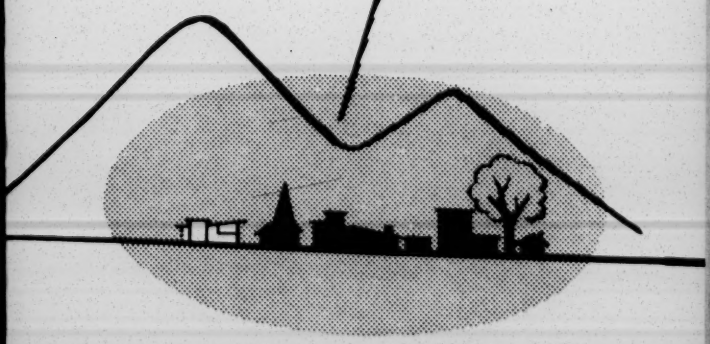
what it is - how it works



September 1962

VHMCP

What It Is. The voluntary Home Mortgage Credit Program was authorized by the Congress under Title VI of the Housing Act of 1954. The Program, without cost to applicants, through participating lenders, assists in making mortgage money available to people in small communities, and in any area to members of minority groups who cannot obtain loans on terms as favorable as are generally available to others in the area. Individuals in either of these two categories, who are unable to obtain FHA-insured or VA-guaranteed loans to buy or build a home, can apply to the VHMCP for help.

Also eligible for assistance are individuals, builders, and sponsors of projects in cases where the resulting loans may be sold to the Federal National Mortgage Association under FNMA special assistance contracts. Currently FNMA is authorized to buy mortgages under special assistance contracts insured under the following FHA Sections: Sec. 213, Sec. 220, Sec. 221(d)(2), Sec. 221(d)(3) (at market interest rates), Sec. 221(d)(4), Sec. 231, and Sec. 809. In addition to these so-called special assistance sections, VHMCP will assist applicants for FHA Sec. 207 rental financing, if rental units are open to minority tenants.

VHMCP endeavors to find private institutional lenders who are willing to make mortgage loans of the above types, thus reducing the necessity for use of public funds for making such loans.

How It Is Organized. General supervision of the Program and the establishment of operating polices are the responsibility of the National Committee of the Voluntary Home Mortgage Credit Program. This Committee consists of the Housing and Home Finance Administrator, as Chairman, a President from private industry, and 16 other persons (including the President) appointed by the Administrator and representing each of the principal types of mortgage lending institutions and housing industries: commercial banks, life insurance companies, mortgage bankers, mutual savings banks, savings and loan associations, the real estate industry, and the home building industry. In addition to the voting members of the Committee, there are advisory, non-voting representatives of the Federal Home Loan Bank Board, the Federal Housing Administration, the Veterans Administration, and the Board of Governors of the Federal Reserve System. The Program operates through 6 Regional Committees whose membership is similar to that of the National Committee. All National and Regional Committee members serve on a voluntary basis. An Executive Secretary, located in each HHFA Regional Office, serves each Committee.

Where It Operates. Assistance provided by the Program is available only in areas designated by the National Committee on the recommendation of the Regional Committees, except that members of minority groups in *any* area, who cannot obtain loans on terms as favorable as are generally available to others, are eligible for assistance.

In designating areas, the National Committee selects (1) communities which have a population of less than 25,000 and do not have adequate active lending facilities for making Government-backed mortgages, and (2) areas which already have been designated as eligible for direct mortgage loans to veterans by the Veterans Administration.

No population or area limitations apply when the program is called upon to assist in obtaining financing for homes or projects which otherwise are eligible for FNMA special assistance support.

Type of Assistance Rendered. Help in locating FHA or VA financing for new or existing houses is available. In accordance with the legislative authority for the Program, assistance in obtaining conventional loans is not a function of the VHMCP. Assistance is available in obtaining loans on one- to four-family, owner-occupied dwellings and Section 207 rental projects in which rentals are open to minority tenants.

Assistance is also available for placing mortgages insured under FHA Sections 213, 220, 221(d)(2), 221(d)(3) (at market interest rates), 221(d)(4), and 809. FNMA is authorized to purchase mortgages under these programs.

No assistance is given for refinancing existing mortgages, for financing farms, commercial properties, hotels, motels, boarding houses, or summer homes.

Who May Apply. (1) Persons unable to obtain Government-backed loans with which to buy or build homes in designated areas (list of such areas may be obtained from Regional Committee Offices); (2) members of minority groups in *any* locality who are unable to obtain Government-backed home loans on terms as favorable as are generally available to others; (3) builders seeking commitments for Government-backed loans to finance the sale of houses they intend to build in a designated area or for members of minority groups; and (4) individuals, builders, corporations, and others seeking financing under FHA sections specified in preceding section of this folder.

How Applicant Proceeds. Anyone wishing to apply under this Program should write to or inquire of the VHMPC Executive Secretary at the HHFA Regional Office having jurisdiction over the area in which the property to be financed is located and obtain the necessary forms. The forms for individuals seeking home loans for themselves are also available from local FHA and VA field offices.

One form provides for a certification that the applicant has applied for an FHA-insured or VA-guaranteed loan from at least two local or reasonably accessible mortgage lenders and has been unable to obtain a loan.

The second form is an assistance application which provides for a detailed description of the property and credit information about the applicant. This application must be accompanied by a copy of the sales contract and photographs in the case of existing dwellings or by plans and specifications where new construction is involved. Applicants must have a specific property in mind for purchase or construction before applying for assistance.

These two forms should be completed and returned to the regional VHMCP Executive Secretary. Applicants are encouraged to consult local lenders, real-estate brokers, and builders if help is needed in filling out the application.

Persons or firms seeking financing for multi-unit projects should request more detailed information from the HHFA office having jurisdiction over the area in which the property to be financed is located.

How Applications Are Processed. If an applicant wishes to buy or build in an eligible area, the regional VHMCP Executive Secretary will circulate his application to lenders participating in the Program—first to local lenders and then, if necessary, to other lenders, both within the Region and outside. A lender who is interested in negotiating a loan communicates directly with the applicant or his broker.

In the event that the first lender to whom an application is referred indicates that he is not interested, the application is referred to a second and, if necessary, to additional lenders until the application is accepted or until it becomes apparent that the loan desired cannot be negotiated.

Who Will Make Loans. The Regional Committees do not make loans. All loans are made by private financing institutions participating in the Program who are free to apply their own credit and property standards. The VHMCP is a clearing house operation which seeks to bring together eligible borrowers and willing lenders.

VHMCP

VOLUNTARY HOME MORTGAGE CREDIT PROGRAM
National Committee
Washington 25, D. C.

Operated Through Facilities of

The Housing and Home Finance Agency

OFFICES OF EXECUTIVE SECRETARIES REGIONAL COMMITTEES, VHMCP

Region	*HHFA Regional Offices*
I	Room 906—346 Broadway, New York 13, N.Y. Serving Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, Puerto Rico, and Virgin Islands.
II	Room 1004, Widener Building, Chestnut and Juniper Streets, Philadelphia 7, Pa. Serving Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.
III	Room 645, Peachtree-Seventh Building, Atlanta 23, Ga. Serving Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee.
IV	Room 1500, 360 North Michigan Avenue, Chicago 1, Ill. Serving Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
V	Room 2075, Federal Center, 300 West Vickery Boulevard, Fort Worth 4, Tex. Serving Arkansas, Colorado, Kansas, Louisiana, Missouri, New Mexico, Oklahoma, and Texas.
VI	3d Floor, 989 Market Street, San Francisco 3, Calif. Serving, Alaska, Arizona, California, Guam, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, and Wyoming.

* U.S. GOVERNMENT PRINTING OFFICE : 1962 OF—648126

For sale by Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.—Price 5 cents or $2.50 per 100

Special Note for NAIRO Mailing

This leaflet, dated September 1962, is now being revised to incorporate several corrections, and to emphasize more strongly the basic purpose of VHMCP: "a clearing house operation which seeks to bring together eligible borrowers and willing lenders."

Please note:

(1) Since all housing projects assisted under FHA Section 207 are required by the President's Executive Order No. 11063, dated November 20, 1962, to be established on the basis of open occupancy, application for FHA Section 207 rental financing is not eligible for VHMCP assistance.

(2) Information on the President's Executive Order No. 11063 on Equal Opportunity in Housing is available from Regional Offices of the Housing and Home Finance Agency, local Insuring Offices of the Federal Housing Administration or HHFA, Washington 25, D. C.

Copies of the revised VHMCP leaflet will be available in late Spring 1963. Requests will be held until they can be filled.

NATIONAL A SSOCIATION OF INTERGROUP RELATIONS OFFICIALS
BOARD MEETING -- NOVEMBER 10-11, 1961

NAIRO - Gen.

proposed budget
1962

A NTICIPATED RECEIPTS

Membership Dues		$19,500
New	3,000	
Renewals	15,000	
Life	1,000	
1961 Assess	500	
Publications		5,000
JOURNAL	4,800	
Others (Old)	200	
Proceeds, 1962 Conf.		2,500
Registrations	2,000	
Local Contrib	500	
Sponsors of NAIRO		5,000
Special Projects & G rants		3,900
		$35,900

DEVELOPMENT FUND

1962 goa l..... $500

ANTICIPATED EXPENDITURES

National Off ice		$16,440
Exec.Sec'y	$10,500	
Sev.Pay Reserve	500	
Office Sec'y	4,940	
P-T Clerical	500	
Employee Benefits		480
Hospital Ins.	100	
Soc.Security	320	
Disability Ins.	60	
Office Expenses		7,775
Hospitality	100	
Rent	1,500	
Equipment	250	
Postage	800	
Printing	1,000	
Telephone	950	
Office Supplies	600	
Travel	2,500	
Subsc riptions	25	
Miscellaneous	50	
President's Office		600
Treasurer's Office		395
Bookkeeping	300	
Aud it	50	
Postage, Supplies	10	
Bonding	35	
Publications		8,500
JOURNAL	8,200	
Promotion	300	
Debt Retir ement		600
AJC-$1,800 over 3 years		
Miscellaneous		100
		$35,900

PROMOTION, REG'L CHMN 1,000

NAIRO
Gen

EXECUTIVE RESPONSIBILITY IN INTERGROUP RELATIONS

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

THE PRESIDENT OF THE UNITED STATES AND THE NAIRO DELEGATION (*Left to right,* Senator Philip A. Hart, Michigan; Robert J. Greene; George W. Culberson; President John F. Kennedy; Booker T. McGraw; John G. Feild), THE WHITE HOUSE, WASHINGTON, D.C., AUGUST 23, 1961.

The following message from President John F. Kennedy to the NAIRO Annual Conference was delivered in San Francisco on November 9, 1961, by Harris Wofford, Jr., Special Assistant to the President:

Please convey my warm greetings to the participants in the Fifteenth Annual Conference of the National Association of Intergroup Relations Officials. The problem of securing the full Constitutional rights of all Americans and of achieving equal opportunity in all parts of our public life in all sections of our country requires the cooperation and constructive leadership of public officials at all levels of government and in voluntary citizens' organizations throughout the nation. In promoting such cooperation and constructive leadership NAIRO is serving the needs of the nation.

An example of the vital service which NAIRO can render on an increasing scale is the valuable study on Executive Responsibility in Intergroup Relations presented to me by the officers of NAIRO. Your helpful suggestions are now being considered by the appropriate departments and agencies.

Cordially,

JOHN F. KENNEDY

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

August 21, 1961

The Honorable John F. Kennedy
The White House
Washington, D. C.

Dear Mr. President:

I have the honor to submit to you certain recommendations for executive action in intergroup relations, developed by a task force of experienced professionals appointed by our Board of Directors, and including many of its members.

Because ours is a professional body, concerned primarily with advancing intergroup relations knowledge and skills, we have concentrated in this paper on the means and methods by which we believe the Administration's equal opportunity goals can best be achieved. We have left to the membership organizations in our field the development of recommendations for substantive action.

In like manner, we have attempted to suggest policy directives, procedural steps, and an organization of intergroup relations resources that might be appropriate in any and all government operations. We have thus resisted the temptation to single out for special analysis such compelling problem areas as school desegregation and open occupancy in housing.

As we indicated in a resolution transmitted to you earlier this year, this Association pledges you its wholehearted support in your efforts to secure full equality of opportunity for all Americans. We place at your disposal our collective expertise and experience in intergroup relations.

Respectfully yours,

George W. Culberson

GEORGE W. CULBERSON
President

EXECUTIVE RESPONSIBILITY IN INTERGROUP RELATIONS

The Federal Government, besides being the nation's largest employer, administers many programs affected by, and influencing, intergroup relations. Constitutional authority, legislative action, judicial decision, and executive fiat have given it substantial responsibility for guaranteeing broad areas of civil rights, for promoting the welfare of specific ethnic groups, and for bringing into the mainstream of American life the many racial, religious, and nationality groups that comprise its people. Unfortunately, the exercise of this responsibility has not heretofore kept pace with social need or world events.

At the outset of a new Administration, pledged by its party platform and by the new Chief Executive to advance equal rights and opportunity for all Americans, the National Association of Intergroup Relations Officials offers certain recommendations for action in the area of intergroup relations to help achieve these goals. These areas are covered:

- **Intergroup relations in government practices and services**
- **Utilization of intergroup relations consultants**
- **Role and recruitment of intergroup relations personnel**
- **Community consultative services in intergroup relations**
- **Intergroup relations in the State Department and Peace Corps**
- **Training of intergroup relations personnel**
- **Government role in intergroup relations research**
- **Government reference services in intergroup relations**
- **Leadership role of the President in intergroup relations**

PAGINATION INCORRECT

Intergroup relations may be defined in various ways. In its broadest sense, it is the generic term covering interracial relations, interreligious relations, and interethnic relations. It encompasses civil rights problems of Negroes, Jews, Orientals, Puerto Ricans, Mexican Americans, and others experiencing discrimination or segregation; cultural problems faced by American Indians, Southern mountain whites, and others transplanted abruptly from rural to urban living; and interreligious tensions arising out of Church-State issues. At least peripherally, it includes the problems of the foreign-born and of migrant farm laborers, the problems springing from denial of civil liberties, and the problems of the aged in the area of employment discrimination.

Intergroup relations is also the unique blend of skills and knowledge possessed by its practitioners. From a variety of disciplines they have drawn and adapted techniques of community organization, social action, public education, investigation and enforcement, and conciliation and mediation. Around these has developed a body of knowledge that incorporates both the research findings of the social sciences and the rich experience of this emerging field.

Intergroup relations is, finally, a field of work for more than 1,500 full-time workers employed by governmental and private intergroup relations agencies throughout the United States. These agencies maintain a total of 600 offices, in at least 150 cities in 43 states.

The National Association of Integroup Relations Officials, founded in 1947, is an organization of individuals concerned with advancing intergroup relations knowledge and skills, improving the standards of intergroup relations practice, and stimulating intergroup relations research. It is the field's professional body and attempts conscientiously to represent the collective opinion of practitioners, researchers, and lay leaders in intergroup relations. Its program and concerns focus essentially on the means and methods by which civil rights advances and better intergroup relations may be achieved. Its recommendations are offered in the light of that professional interest and activity.

RECOMMENDATIONS

A. INTERGROUP RELATIONS IN GOVERNMENT PRACTICES AND SERVICES

There is urgent need for a review by every department and agency of its staff practices and program services, to insure that intergroup relations concerns are recognized at every level of operation.

Forceful steps have already been taken by the President's Committee on Equal Employment Opportunity to implement the recent executive order, but staff practices and internal operation are more than a matter of job opportunity. They extend to such problems as segregated restrooms in a government facility, the appointment of inexperienced personnel to intergroup relations posts, the lack of Spanish-speaking workers in a Southwestern field office, and Civil Service examinations given only on a Saturday. They include intergroup relations training and orientation for government personnel, government research in intergroup relations, the use of intergroup relations specialists and consultants in key areas, and the development of adequate reference resources for the use of those charged with intergroup relations responsibilities.

Similarly, intergroup relations concerns need to be introduced in all program services where government action impinges on the life of the citizen — and where government spends his tax money. This is more than a matter of government contracts with private industry, already the subject of an executive order. It extends to such problems as the paucity of nonwhite cadets in the Coast Guard Academy, the inadequacy of religious affiliation symbols on armed forces identification tags, the refusal of a local Veterans Administration office to release to Negro realtors its list of repossessed homes, and the discrimination experienced by an Asian diplomat seeking an apartment in New York City. It includes the area of direct services to individuals (e.g., Soil Conservation Service), the area of federal loans or loan insurance (e.g., Federal Housing Administration), the area of citizen mobilization (e.g., the U.S. Navy), and the area of federal stewardship (e.g., Bureau of Indian Affairs).

We recommend that the President direct all executive departments and agencies to conduct full-scale surveys of internal operations and external program services, in order to determine how intergroup relations goals may be achieved, and discrimination and segregation eliminated.

B. UTILIZATION OF INTERGROUP RELATIONS CONSULTANTS

In the proposed review of department and agency staff practices and program services, and in the continuing activity of the Federal establishment in the area of intergroup relations, there is urgent need to marshal and utilize the best available knowledge and expertise.

Today, in a vastly complex society, the Executive Branch has added to its many other functions that of broker in the exchange of knowledge and information. Through the Executive Office and through the appropriate departments, insights and information are received and transmitted to other parts of the Federal establishment, to lesser units of government, and to citizens groups throughout the country. In this past half-century, which has witnessed an acquisition of knowledge unparalleled in any earlier era, this brokerage function has become standard operating procedure in the physical sciences, in medical research, in business planning, in a myriad of activities tinted with a public interest. This has not been true in intergroup relations nor even, to a comparable degree, in the social sciences.

Despite man's limited understanding of how to build constructive relationships with his fellow men, there is a growing body of knowledge about the crucial elements of intergroup relations. It is possessed by practitioners who have helped to develop it in the struggle for civil rights advances during the past few decades, and their advice should be utilized by the Executive Branch as it guides the Federal establishment into the New Frontier of intergroup relations in government.

Such counsel should be sought before the fact of crisis so that, as in other areas of governmental responsibility, a thorough-going rationale of operation can be developed, to avoid the hasty and reactive efforts which marked and hindered Federal actions during the previous administration.

We recommend that the Executive Branch and all departments and agencies be encouraged by the President to make continuing use of qualified intergroup relations consultants outside the Federal establishment:

— to advise on the proposed survey, to help develop procedures for implementation, to suggest strategic placement of intergroup relations specialists, and to assist in reviewing and assessing initial progress reports.

— to supplement the advisory services of intergroup relations personnel within the Federal establishment, in interpreting the significance of intergroup relations developments for Federal functions, in further sensitizing departments and agencies to intergroup relations concerns,

and in helping shape governmental response to the changing character of intergroup relations.

C. ROLE AND RECRUITMENT OF INTERGROUP RELATIONS PERSONNEL

There is urgent need to expand the role of intergroup relations specialists within the departments and agencies in which they now serve, and to introduce them into those areas of the Federal establishment in which their services are needed but not now utilized. Recruitment of these specialists should be governed solely by qualifications of competence and experience.

Intergroup relations is a factor in the internal and external operations of virtually every department and agency in government. The proposed survey of internal staff practices and external program activities will indicate the many areas in which intergroup relations specialists need to be utilized and, to some degree, the specific nature of their functions. Where the need for intergroup relations specialists is sufficient, and where formalization of their function is appropriate, an intergroup relations service within that department or agency is a logical step. More than two decades of experience suggest that certain cardinal principles are vital to effective operation of such a service:

1) An unequivocal statement by the department or agency head must set forth the policy objective and indicate that the intergroup relations service has the highest administrative support in the implementation of that policy.

2) The service must be amply staffed with competent and experienced intergroup relations specialists, under one with the rating of assistant department or agency head.

3) The service must have clear responsibility for these duties, among others:

   — Assisting the department or agency head and his staff, in the formulation, implementation, and evaluation of all aspects of policy, procedure, and program, to insure to minority group members equal opportunity and maximum participation in department or agency employment and in all phases of external program services.

   — Providing technical or advisory assistance to those responsible for recruitment, employment, and training of staff, to insure equal opportunity at all job levels.

— Providing technical or advisory assistance to those responsible for external program services at all levels, to insure that local action programs embrace the needs, viewpoints, and rights of minority groups.

— Interpreting to the department or agency the needs and viewpoints of minority groups, and interpreting to minority groups the policy and programs of the department or agency.

— Representing the department or agency head in the supervision and coordination of intergroup relations operations and policy throughout the department or agency.

Such a service would function in close liaison with the President's Committee on Equal Employment Opportunity. In addition, backed by the coordinating role of the President's administrative assistants on civil rights, the collective services would provide a vitally needed catalyst in accelerating the advance of equality of opportunity in the Federal establishment.

Intergroup relations specialists employed in departments or agencies must be allowed to function as professionals. Too often have they languished as mere symbols of governmental tolerance, brought forth just occasionally to counteract pressures from civil rights forces. Only the authority of the Chief Executive can correct the situation that prevailed in past administrations.

The search for competent intergroup relations specialists must recognize the need for persons who possess a high degree of commitment to equal opportunity and basic democratic values, a deep sensitivity to intergroup relations concerns and minority group aspirations, and a background of intergroup relations knowledge and skills.

It is sad but true that in no other area of government have experience and professional qualifications been ignored so consistently. Department and agency heads have not seemed to recognize that intergroup relations is a tangible field and that given individuals have acquired its knowledge and skills through long years of experience. There is, for example, no U.S. Civil Service register of qualifications for intergroup relations specialists, and there are no intergroup relations classifications as such. Many cities and states are far in advance of the Federal Government in establishing classifications, qualifications, and even examinations for intergroup relations specialists.

By dint of stereotype and for political reasons, buttressed by the lack of job opportunity elsewhere in the Federal Government, it has also been common practice to name only minority group members to many intergroup

relations positions, possibly on the mistaken assumption that all minority group members possess automatically the requisite intergroup relations knowledge and skills. Such assignment by stereotype is as discriminatory as it is erroneous. Patently, there are many minority group members qualified for such posts, but as long as appointing authorities think of minority group identification first, and professional capabilities second, there is the danger of political pressure to overlook the latter.

We recommend issuance of a firm directive to all departments and agencies, defining the role and function of intergroup relations services and personnel as integral to all appropriate government operations.

We further recommend appropriate action by the Executive Office to establish intergroup relations experience and cognate training as the primary qualifications for appointment to intergroup relations posts.

D. COMMUNITY CONSULTATIVE SERVICES IN INTERGROUP RELATIONS

Local communities faced with major intergroup relations problems, especially those that lack their own governmental intergroup relations agencies, have acute need for consultative services not presently available from any other source.

Throughout the United States, there are countless communities totally devoid of intergroup relations resources and financially unable to secure them. Some of these communities now face or will soon face monumental intergroup relations problems resulting from such developments as school desegregation, heavy in-migration of minority group families or extensive urban renewal. Other cities and towns only slightly more fortunate have intergroup relations resources that are inadequate to cope with local problems. They need a variety of services going beyond the reference clearinghouse noted later; they need the counsel and guidance of competent consultants, matching grants-in-aid to help support local intergroup relations efforts, and, in some instances, demonstration projects or action research programs.

This Administration has asserted a federal obligation to help communities deal with the physical and human problems of urbanization; it has given evidence of its firm resolve to develop dynamic approaches to pressing social problems. It is possible to render significant assistance to beleaguered communities by creating, within the framework of existing departments or agencies, the consultative services that they need in the area of intergroup relations.

We recommend the establishment of an intergroup relations service, appropriately situated within the Executive Branch, which would offer general intergroup relations counsel and technical assistance to local communities and to their intergroup relations agencies and which would include the use of demonstration projects and the provision of matching grants-in-aid to communities presently unable to support local intergroup relations efforts.

We further recommend the establishment of a community education service, appropriately situated within the Executive Branch, which would offer consultative services and, where warranted, financial aid to those school boards engaged in earnest efforts to desegregate public schools, and which would aid in establishing equal opportunity in vocational education and in training related to formal apprenticeship programs.

E. INTERGROUP RELATIONS IN THE STATE DEPARTMENT AND THE PEACE CORPS

There is acute need to introduce into the State Department, and into such specialized foreign aid agencies as the Peace Corps, intergroup relations concerns relating especially to the orientation and training of overseas personnel, and to the reception of foreign diplomats, visitors, and students.

The vital importance of our national image abroad, and the acute need to demonstrate with vigor and dedication America's deep commitment to the democratic ideal of equal treatment for all persons, demands early and special attention to intergroup relations concerns in activities bearing on foreign relations.

State Department personnel are not now being prepared adequately to interpret abroad America's civil rights problems and intergroup relations efforts and progress. Personnel at all levels are in need of orientation before overseas assignment, and continuing informational services thereafter. These might well be extended to include government personnel sent abroad by other departments and agencies.

Exchange visitors from other lands, and particularly those from Africa and Asia, are not receiving an adequate exposure to the positive intergroup relations efforts of public and private agencies in communities across the country. Orientation provided for some visitors in Washington is not a satisfactory answer, especially for those who have indicated a deeper interest in civil rights problems. The six hundred intergroup relations agencies throughout the United States offer a resource that should not be

overlooked in planning itineraries and in coping with problems of discrimination that some visitors will face.

The establishment of a New Nations Division in the Office of Protocol is a heartening approach to the problems of discrimination encountered by foreign diplomats and students in this country. This effort merits continuing support and resources.

The Peace Corps is an exciting idea that has captured the imagination of thousands of young people in this country and has gained wide support abroad. There are dangers relevant to intergroup relations in this transplantation abroad of relatively inexperienced if totally dedicated young people, however. As in the case of State Department personnel, Peace Corps volunteers must be in a position to interpret accurately and clearly American civil rights problems and intergroup relations efforts. That they will be asked about civil rights matters is a foregone conclusion; that they possess adequate information is the only reasonable answer. The difference between objective information and all that would fall in the category of propaganda or apologia is clear, and only the former should be the subject of Peace Corps orientation. Finally, the process of selection and training must be geared to deal with those psychologically unsuited to intimate contact with persons of other races, creeds or national origin whether they be fellow volunteers or foreign nationals.

We recommend that the Foreign Service Institute be directed to incorporate in its program and structure intergroup relations orientation for personnel assigned to overseas posts.

We recommend further that the governmental and contract agencies responsible for Exchange Program visitors be directed to review orientation procedures and itinerary planning, in order to introduce intergroup relations concerns and to make maximum use of intergroup relations agencies throughout the country.

We recommend that the New Nations Division in the Office of Protocol be adequately and appropriately staffed.

We recommend that the process of selection and training of Peace Corps volunteers include appropriate concern for the effects of prejudicial attitudes and behavior on the interpersonal relationships that must be developed abroad, and that the orientation of volunteers include objective information on American intergroup relations.

F. TRAINING OF INTERGROUP RELATIONS PERSONNEL

Given the acute shortage of experienced intergroup relations workers, inside and outside government, there is an urgent need for the development of governmental training programs in intergroup relations, including both in-service training for present employees and internship training for recruits to the Federal service. The personnel needs of community intergroup relations agencies across the country cannot be met through existing replacement channels, and Federal Government help is needed in the training of workers to staff these local efforts.

The reservoir of experienced intergroup relations workers is not large — perhaps 1,500 in all. Because the field adds only 50 to 100 persons to its ranks each year as its agencies multiply and expand, and because it is still a relatively new field, there are few formal training opportunities. Most newcomers, recruited from other fields, enter at the bottom of the professional ladder and receive their intergroup relations training on the job. This informal process of recruitment and training is not geared to meet sharp increases in the demand for qualified specialists.

The mushrooming growth of state and municipal agencies, a phenomenon of the past two decades in the North and of the past two years in the South, has brought personnel requirements that cannot be met through normal replacement channels, and the result has been a heavy drain on private agency staffs. The field is marked by sudden and far-reaching personnel shifts, not unlike the game of musical chairs.

To fill existing intergroup relations posts in the Federal Government is not an easy task; to staff the services and positions likely to grow out of the proposed survey will create serious problems, especially for private and local governmental agencies that can expect to lose personnel. On the other hand, experienced workers must be found for these Federal positions if intergroup relations goals are to be achieved.

In-service training for those already in the Federal employ offers a partial solution. Most departments and agencies could profitably institute intensive on-the-job training programs for those slated to fill intergroup relations posts, and orientation programs for those whose intergroup relations responsibilities will be more peripheral. The Civil Service Commission might assume this function for departments and agencies with more modest intergroup relations personnel needs.

To meet long-range personnel needs, internship training should be instituted for new recruits to government service, again under the auspices

of the various departments and agencies or perhaps by the Civil Service Commission. These intergroup relations internships should be of at least one year's duration, should consist of on-the-job training and working experience, and should include duty in a field office at the community level. There are some agencies (e.g., Housing and Home Finance Agency) in which internship programs already exist; these need only to be broadened to include intergroup relations concerns.

The acute needs of local communities must be met in different fashion. Through some existing department or agency, or through one yet to be established, the government should promptly initiate training services for local community workers. These might include a centralized training program, grants-in-aid to private or local governmental agencies, and contractual training agreements with universities or national intergroup relations agencies. Scholarship aid to students considering advanced studies in intergroup relations is yet another form of training assistance, and might be coupled with subsequent internship experience.

We recommend that appropriate departments and agencies be directed to institute in-service and internship training in intergroup relations; that the Civil Service Commission be directed to organize such training programs for departments and agencies that do not find it feasible to institute their own; and that the Federal Government, through an existing department or agency or through one yet to be created, establish a training program and offer financial aid to prepare intergroup relations workers for local community service.

G. GOVERNMENT ROLE IN INTERGROUP RELATIONS RESEARCH

There is an acute need for intergroup relations research in a variety of fields, and this research must be adequately financed and knowingly coordinated. Since private and local governmental research programs and resources are presently inadequate, the Federal Government must take the initiative in stimulating this research.

In a preliminary survey of research needs, conducted in 1960 by the NAIRO Commission on Research Services, an inventory of 107 subjects for study was gathered from professional workers in 25 intergroup relations agencies. This still-expanding inventory shows a need for general knowledge and for action-oriented research in a number of critical areas.

Funds presently available for intergroup relations research are totally inadequate. Most of the foundations have been reluctant to make grants

in this highly sensitive field, and most of the intergroup relations agencies are unable to allocate money for research. Even the research being done by those few agencies with research staff and by individuals in university centers suffers for lack of planning and coordination.

Needed research falls into three categories: data-gathering, program-oriented, and basic. Data-gathering is already a function of many departments and agencies of government, but almost all could do more in the area of intergroup relations. In addition, means must be devised for disseminating this material to local communities. There is considerably less program-oriented or action research, while basic research is a significant void. Some agencies should, for example, delve into the sources of prejudice and the relationship of prejudice to personality development.

To carry on the research program that is needed, an approach along the lines of the National Institutes of Health seems desirable. The agency thus created, whether independent or part of a broader institute, must be prepared and qualified to do actual research, to stimulate and coordinate research in government departments and agencies, and to provide funds for research grants-in-aid to colleges and universities, public and private agencies, and individuals. Specialized research projects should be carried out by qualified persons in the appropriate department or agency, but as part of a master plan for government research in intergroup relations. This overall agency could also perform a much-needed service by furthering exchange of information about research being undertaken independently by colleges, universities, and agencies.

We recommend the establishment of an agency, independently or as part of an existing Department, possibly along the lines of the National Institutes of Health, to coordinate, undertake, stimulate, and help finance needed research in the area of intergroup relations.

We further recommend that the departments and agencies, including the National Science Foundation, be directed to initiate or expand research studies, grants-in-aid, and scholarships in the area of intergroup relations.

H. GOVERNMENT REFERENCE SERVICES IN INTERGROUP RELATIONS

There is an acute need for expanded reference services in intergroup relations: within departments and agencies for the use of federal intergroup relations personnel, and through selected departments and agencies for the use of local communities.

Intergroup relations is such a recent and dynamic field of specialized knowledge that little systematic collection and classification of its written material have taken place. Many of its most valuable documents have not been published as books and are not, therefore, to be found in the Library of Congress. When intergroup relations materials are found in government libraries, they are seldom organized in such a manner as to be readily accessible for reference use. Within the departments and agencies, the available material of the type needed by intergroup relations personnel in their program duties is wholly inadequate.

Those responsible for intergroup relations programs in local communities around the country have need of a central reference clearinghouse. In such a critical area as school desegregation, for example, there is no single source to which communities can turn for appropriate resource materials. Even in the Library of Congress there is no centralized collection of published and unpublished materials on intergroup relations, and no specialized staff to develop such a collection and work with those engaged in intensive intergroup relations research.

We recommend that the departments and agencies which possess intergroup relations services be directed to make budgetary allowance and other necessary provisions for the assembly and maintenance of informational resources dealing with intergroup relations aspects of the programs they administer.

We further recommend that such departments as Health, Education and Welfare, or possibly that proposed on Housing and Urban Affairs, with areas of competence and jurisdiction bearing directly on major intergroup relations concerns be instructed to establish clearinghouse reference services for the use of local community agencies and workers.

I. LEADERSHIP ROLE OF THE PRESIDENT IN INTERGROUP RELATIONS

As has already been demonstrated, there is clear need for Presidential leadership in the area of intergroup relations, not simply within the Federal establishment, as suggested in earlier recommendations, but in interpreting to the people the moral and legal issues involved, and in serving as the voice of the conscience of the nation.

The President can exert enormous influence by example. He communicates with the public in such informal ways as his choice of aides and associates or his invitations to White House functions. The inclusion

of appropriate minority group members does not go unnoticed, and helps to set the overall intergroup relations tone.

There is another area in which the President could exert great influence. He should call together small groups of key individuals — opinion molders and decision makers — to make known his determination to correct inequities, and to enlist their cooperation. This might suggest Presidential discussion with school superintendents of desegregation problems; with state governors of mutual responsibilities to uphold Federal Court decisions and to maintain law and order; with state attorneys general of the right of all qualified citizens to free access to the ballot box; with business and labor leaders of equal employment opportunities; and with representatives of the housing industry of open occupancy practices.

Firm Presidential leadership can help avert many crisis situations, but when they occur, the President must be heard, pointing to desirable solutions and calling for calm and wise local leadership to cooperate in working out these solutions. There should never again be a vacuum of leadership in the White House, enabling wilful men on the local levels to obstruct the will of the nation.

We respectfully observe that the Presidency requires the type of leadership and moral suasion that can only be exercised from the White House, by voice and in action, in crisis situations and in forthright appeals to the best that is in our people.

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

426 West 58th Street
New York 19, New York

ACTIVITIES

- **NATIONAL CONFERENCES.** NAIRO members meet annually to exchange ideas, relate experiences, develop new program priorities, and elect officers. In 1961, for example, the 15th Annual Conference drew over 400 intergroup relations workers and community leaders to San Francisco for a four-day discussion of "The Changing Metro-Urban Complex." **The 1962 annual meeting will be held in Washington, D. C., with the role of government in intergroup relations as its theme. NAIRO will meet in Cleveland, Ohio, in 1963.**

- **REGIONAL ACTIVITY.** NAIRO has divided the United States into ten regions, offering members in each area an opportunity for greater exchange of information and development of techniques through annual regional conferences. Demonstrating the pioneer aspect of many of NAIRO's projects, the 1961 South Central regional meeting in Little Rock was the first multi-agency, multi-state intergroup relations conference held in Arkansas. **Seven of the ten regions plan regional conferences during 1962.**

- **CHAPTERS.** In cities with a number of NAIRO members, chapters have been formed to promote monthly discussions of new developments and techniques in intergroup relations. Occasional special activities have included a seminar for agency workers (Philadelphia) and a survey of Federal intergroup relations services (Washington, D. C.). **Chapters are now active in Atlanta, Chicago, Cleveland, Detroit, Minnesota, New York City, Northern California, Philadelphia, Pittsburgh, Southern California, and Washington, D. C.**

- **PROFESSIONAL TRAINING.** NAIRO has undertaken or stimulated a variety of educational and professional training projects, as part of its special responsibility to help recruit and prepare new workers for the intergroup relations field. From 1957 to 1960, for example, it administered a nationwide program of on-the-job training for interns (junior professional recruits) in agencies engaged in intergroup relations work. **Training of new workers — probably through a revived internship program — will be a major NAIRO activity in 1962, largely in response to the anticipated expansion of Federal intergroup relations services.**

- **PERSONNEL REGISTRY.** This service helps to fill intergroup relations agency job openings and provides job counseling for intergroup relations workers and potential recruits to the field. More than 50 positions were listed with the registry in 1961, and over 200 people received vocational guidance. **Placement services of the Personnel Registry are available without charge to agencies seeking personnel and to members seeking new positions.**

- **STUDY COMMISSIONS.** Organized around areas of common concern, Commission members study basic intergroup relations issues through conferences and surveys, publish articles and reports, and develop recommendations for local community action. Typical of Commission projects were a study of guidance, training, and apprenticeship factors affecting minority groups (Commission on Manpower Utilization, 1960), and a consultation on goals, directions, and priorities in intergroup relations during the decade ahead (Commission on Nature, Scope & Theory, 1960). **Among priority projects for 1962: a national leadership conference on equal opportunity in housing (Commission on Housing and Urban Life) and a survey of de facto segregation practices and remedial efforts in non-Southern schools (Commission on School Integration).**

- **SECTIONS.** Formed early in 1962, NAIRO Sections offer members an opportunity to discuss developments and techniques related to their specialized job responsibilities. Activities will include sessions at NAIRO conferences, special area meetings, and the distribution of special-interest publications. **Sections are being developed around such functions as school-community relations, migration services, public relations, investigation and compliance, and law and litigation.**

SPECIAL PROJECTS

- **TASK FORCE, 1961.** Sixteen NAIRO members constituted the special "task force" responsible for the report, *Executive Responsibility in Intergroup Relations,* that was presented to the President of the United States late in 1961. The report was cited by President Kennedy as "an example of the vital service which NAIRO can render on an increasing scale," and its recommendations have since been used in the intensive self-survey undertaken by Federal departments and agencies.

- **TASK FORCE, 1962.** A newly-created "task force" will study the role and function of county and municipal intergroup relations agencies during 1962, and its report and recommendations will be presented to the nation's mayors and county executives. Earlier NAIRO surveys of these local public agencies provided the first compilation of data on their organization and program.

PUBLICATIONS

NAIRO publications are specialized and selective, designed to fill gaps in the wide range of literature published by intergroup relations agencies each year.

- **THE JOURNAL OF INTERGROUP RELATIONS,** a quarterly now in its third year, offers articles — most of them case histories prepared by intergroup relations workers — on current developments and new strategies in the field. The subscription price is $6 per year (included in NAIRO membership dues).

- **NAIRO NEWSLETTER,** a bi-monthly review of NAIRO activities and membership news, is distributed to members without charge.

- **SPECIAL PUBLICATIONS,** issued from time to time, have included a directory of intergroup relations agencies with paid personnel and a comprehensive report on civil rights in Washington, D. C. All are distributed to members and sold to others.

MEMBERSHIP APPLICATION

To: NAIRO, 426 West 58th Street (Room 209), New York 19, New York

I wish to enroll as:

☐ Active Member — $20 per year* ☐ Associate Member — $20 per year* ☐ Student Member — $5 per year*

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(**Six dollars of the Active and Associate member dues — and $3 of the Student member dues — cover the cost of one year's subscription to* THE JOURNAL OF INTERGROUP RELATIONS.)

INTERGROUP RELATIONS

Large numbers of organizations and individuals are engaged in a concerted effort to secure a democratic society in which groups can interact harmoniously and in which all individuals will enjoy maximum dignity and opportunity. This is **intergroup relations,** embracing America's concern for civil rights and civil liberties, and encompassing interracial relations, intercultural relations, and interreligious relations.

Included are efforts to reduce prejudice and to eliminate segregation and other forms of discrimination directed against individuals because of their race, creed, color or national origin.

Included, too, are efforts to solve problems of cultural adjustment faced by migrants from rural to urban areas and by newcomers to this country.

Included, moreover, are efforts to resolve tensions arising out of Church-state controversies and to open new channels of communication among religious groups.

Intergroup relations is also the unique blend of skills and knowledge possessed by the people who practice it. From a variety of fields they have drawn and adapted techniques of community organization, adult education, social action, investigation, and conciliation. Around these skills has developed a body of knowledge that incorporates both the research findings of the social sciences and the rich experience of this emerging field.

Intergroup relations is, finally, a field of work for more than 1,600 professional workers employed by governmental and voluntary agencies throughout the United States . . . a field of volunteer activity for community leaders who serve on the governing boards of these agencies, as well as for countless citizens who help to carry out their programs . . . and a field of research and study for a growing number of university professors and students.

NAIRO

The National Association of Intergroup Relations Officials is an organization of individuals concerned with improving performance in intergroup relations through an exchange of experience and knowledge. Founded in 1947, it consists of intergroup relations workers, government officials, community leaders, interested citizens, academicians, researchers, and students.

NAIRO's members share an active interest in advancing intergroup relations knowledge and skills, in improving the standards of intergroup relations practice, and in furthering the goals and principles of intergroup relations work.

Membership is open to any individual subscribing to NAIRO's purposes. There are three categories of membership:

- ACTIVE membership is open to any individual primarily engaged in intergroup relations: in a professional staff capacity (whether or not employed by an intergroup relations agency), as a recognized authority or as a volunteer member of the governing body of an agency in this field. Annual dues are $20. (Life membership is $300.)

- ASSOCIATE (non-voting) membership is open to all others. It is designed for those who are not eligible for Active membership, but wish to support NAIRO's work, receive its regular publications and other services, and participate in its activities. Annual dues are $20. (Life membership is $300.)

- STUDENT (non-voting) membership is open to any person enrolled in a college or university and working toward a degree with the intention of entering this field. Student members receive all regular publications and other services, and may take part in NAIRO activities. Annual dues are $5.

NAIRO - Misc - 1962

BY-LAWS

of the

GREATER ATLANTA METROPOLITAN AREA CHAPTER

(Fulton, DeKalb, Cobb, Clayton and Gwinnett Counties)

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

ARTICLE I. NAME

The name of this organization shall be the Greater Atlanta Metropolitan Area Chapter, National Association of Intergroup Relations Officials.

ARTICLE II. PURPOSE

The purpose of the Greater Atlanta Metropolitan Area Chapter, National Association of Intergroup Relations Officials shall be:

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;

2. To facilitate the exchange of knowledge, experience and research among governmental agencies and private organizations dealing with racial, religious, ethnic and cultural relations;

3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ARTICLE III. ELECTIONS

The membership of the Chapter shall determine policies of the organization and shall elect annually in the fall and prior to the annual national conference of the Association (NAIRO), a Chairman, Vice Chairman and Secretary. Names and addresses of the Chapter's officers for the coming year along with a summary of its activities for the preceding year, shall be forwarded to the National Office of the Association (NAIRO) 30 days in advance of the Annual National Conference of the Association (NAIRO).

ARTICLE IV, MEMBERSHIP

1. Membership in the Chapter shall be of three classes:

   a. Active: Any person primarily engaged in intergroup relations: in a professional staff capacity, whether salaried or voluntary; as a recognized authority; as a member of the governing body of any agency or commission, or otherwise substantially engaged in the intergroup relations work of an agency or commission related to this field.

   b. Associate: Any person subscribing to the basic objectives and program of the Association.

   c. Student: Any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations.

2. Stipulations: (1) A member of national NAIRO shall automatically become a member of this Chapter.

   (2) Associate and student members of NAIRO may participate fully as members of this Chapter but may not vote or hold office.

   (3) Non-members of NAIRO may participate in the activities of this chapter but may not belong, vote or hold office.

ARTICLE V, DUTIES AND PRIVILEGES OF MEMBERSHIP

1. In accordance with the policy of national NAIRO, this Chapter may not levy dues, fees, assessments or fines upon its members, except by written permission of the Board of Directors of National NAIRO.

2. Each Active member shall be entitled to: vote at any membership meeting; hold office; participate in conferences; serve, by appointment, on committees; receive all regular and special informational services and utilize such other special services as may be rendered from time to time.

3. Each Associate member shall be entitled to: participate in conferences; serve, by appointment, on committees; and receive all regular informational services of the Chapter.

4. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Chapter.

ARTICLE VI, OFFICERS

1. The officers of this Chapter shall be a Chairman, Vice Chairman and Secretary. The Chairman, Vice Chairman and Secretary shall take office as soon as elected and shall serve until their successors are chosen. Elections shall take place annually in the fall and prior to the annual national conference of National NAIRO.

2. The Chairman shall be the principal officer of the Chapter and shall in general supervise and control all of the business and affairs of the Chapter. He shall preside at all meetings of the Chapter. He may sign, with the Secretary or any other proper officer of the association, any contracts or other instruments which the Executive Committee has authorized to be executed, except in cases where the signing and execution thereof is in violation of National NAIRO policy. The Chairman in general shall perform all duties incident to his office and such other duties as may be assigned by the Executive Committee or membership from time to time.

3. The Vice Chairman shall in the absence of the Chairman or in the event of his inability or refusal to act, perform the duties of the Chairman, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chairman. The Vice Chairman shall perform other duties from time to time, which may be assigned to him by the Chairman, Executive Committee or membership.

4. The Secretary shall keep the minutes of the meetings of the members and of the Executive Committee; see that all notices are duly given in accordance with the provisions of these by-laws or as required by law; be custodian of records of the Chapter; keep a register of the post office address of each member which shall be furnished to the Secretary by such member; and in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him by the Chairman or by the Executive Committee or the membership.

5. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Executive Committee for the unexpired portion of the term.

ARTICLE VII, EXECUTIVE COMMITTEE

1. The affairs of the Chapter shall be managed by an Executive Committee which shall consist of not more than 5 members, and not less than 3.

The Chairman, Vice Chairman and Secretary of the Chapter shall automatically be members of the Executive Committee. Up to 2 additional members of the Executive Committee shall be elected by the Membership at the time of the election of a Chairman, Vice Chairman and Secretary. Members of the National Board of National NAIRO shall automatically become ex-officio members of the Chapter's Executive Committee but shall be without the right of vote. Members of the National NAIRO Board are not prohibited by the stipulation herein from seeking office in the Chapter or voting membership on its Executive Committee.

2. The terms of office of the Executive Committee shall be one year. Members may succeed themselves in office.

3. Vacancies on the Executive Committee shall be filled by appointment of the Chairman, for the unexpired portion of the term.

4. The Executive Committee shall have the right to call special meetings of the Chapter. Notice of any special meetings, shall be given at least five (5) days previously thereto by written notice delivered personally or sent by mail or telegram to each member of the chapter at his address as shown by the records of the organization. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope; such notice shall be deemed to be delivered when the telegram is delivered to the telegraph company.

5. A majority of the members of the Executive Committee shall constitute a quorum.

6. The Executive Committee shall elect by secret ballot at its first duly scheduled meeting, a Chairman, who thereafter shall preside at all such meetings and further shall in accordance with the authorization of the Executive Committee, perform any such other duties as may be desired.

ARTICLE IX, COMMITTEES

1. Permanent committees shall be appointed at the discretion of the executive committee.

2. Persons not members of the Chapter may be appointed to serve on the Program Committee and/or special committees so designated by the Executive Committee.

3. Each member of a Committee shall continue as such until his successor has been appointed, unless the committee shall be terminated, or unless removed by such appointing authority which in each case shall have the power of removal, whenever in his or its opinion the best interest of

the Chapter is thereby served. Vacancies in any Committee shall be filled in the same manner provided for the original appointments.

4. a. Unless otherwise provided in the resolution of the Executive Committee designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

b. Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the Executive Committee.

ARTICLE X, MEETINGS OF MEMBERS

1. The Chapter shall hold an annual "election" meeting thirty days prior to the annual national conference of the National NAIRO. The Chapter shall hold such other meetings as may be necessary to conduct the affairs of the organization, the time and place to be fixed by the Executive Committee.

2. Special meetings of the membership may also be called either by the Chairman or the Executive Committee.

3. Written or printed notice stating place, day and hour of any meeting of the membership shall be delivered, either personally or by mail, to each member entitled to vote at such meeting, not less than five nor more than forty days before the date of such meeting, by or at the direction of the Chairman, or the Secretary, or the officers or authorized persons calling the meeting. In case of a special meeting or when required by statute or by these by-laws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of a meeting shall be deemed delivered when deposited in the United States mail addressed to the member at his address as it appears on the records of the Chapter, with postage thereon prepaid.

4. Any action required to be taken at a meeting of the members of the Chapter, or any action which may be taken at a meeting of members may be taken, without a meeting, if a consent in writing, setting forth the action so taken, shall be signed by all of the members entitled to vote with respect to the subject matter thereof.

5. 5 chapter members shall constitute a quorum.

6. The Executive Committee may authorize the election of officers and members of that Committee (Executive Committee) to be conducted by mail.

ARTICLE XI, CONTRACTS, CHECKS, DEPOSITS AND FUNDS

1. The Executive Committee may authorize an officer or officers, agent or agents of the Chapter, in addition to the officers so authorized by these by-laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Chapter and such authority may be general or confined to specific instances.

2. In accordance with policy of National NAIRO, this Chapter may levy dues, fees, assessments or fines upon its members, only with the written permission of the Board of Directors of National NAIRO. Any proposed system of dues, fees or other assessments or fines upon members of the Chapter, must meet with the approval of a majority of the membership of the Chapter. Following such approval from the majority of the Chapter's membership, the Executive committee may petition the National Board of NAIRO for permission to levy a system of dues, fees, assessments, fines etc., as may have been approved by a majority of the Chapter membership.

3. The Executive Committee may accept on behalf of the Chapter any contribution, gift, bequest or device for the general purposes or for any special purpose of the Chapter.

ARTICLE XII, BOOKS AND REPORTS

The Chapter shall keep correct and complete books and records of the minutes of the proceedings of its members, Executive Committee and committees having any of the authority of the Executive Committee and shall keep at the registered or principal office of the Chapter or other place so designated by the Executive Committee, a record giving the names and addresses of the members entitled to vote. All books and records of the Chapter may be inspected by any member, or his agent or attorney, for any proper purpose at any reasonable time.

The Chapter shall file with National NAIRO 30 days in advance of the Association's annual conference an Activity report of its activities for the preceding year and a list by name and address of its officers for the coming year.

ARTICLE XIII, NATIONAL NAIRO POLICY

1. Pending development of national NAIRO policy and procedure on agency staff appointments and dismissals, this Chapter under no circumstances, shall issue public statements regarding same.

2. No awards or citations may be given by this Chapter, without the permission of the National Board of Directors, National Association of Intergroup Relations Officials.

3. The initial application for a Charter submitted by this Chapter to the National Board of Directors of NAIRO, shall contain the names of at least five (5) NAIRO members in good standing, who shall be considered Charter members of the Chapter, making the application. Along with a copy of these by-laws, the Chapter shall provide the National Board of NAIRO with a definition of the exact geographic area to be covered by the Chapter. Determination of the Chapter's exact geographic area shall rest with the Executive Committee, if not otherwise incorported in these By-Laws of the Chapter.

4. This local chapter shall not engage in any activity which may be construed as carrying on propaganda, or otherwise attempting, to influence legislation; nor shall any local chapter participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office; no act in any manner contrary to the by-laws or policies of the National Association of Intergroup Relations Officials.

ARTICLE XVI. AMENDMENTS

1. These by-laws may be amended by a majority vote of the Chapter members at the annual "election" meeting, thirty days (30) prior to the national annual conference of the Association (NAIRO). Written notice of any proposed amendments shall be submitted to the membership at least 30 days in advance of the meeting; including either the verbatim proposal, or a fair digest which is sufficient to clearly indicate the contents of such proposal.

2. These by-laws may be amended by a majority vote of the National Board of the National Association of Intergroup Relations Officials.

January, 1963

TO: NAIRO Members in the Mid-South Region

FROM: Galen Martin
c/o Kentucky Commission on Human Rights
168 Capitol Annex Building
Frankfort, Kentucky

1. I have agreed to serve as mid-south Regional Chairman for 1963. I do this with an increased determination to contact possible new members in the region and to arrange a regional NAIRO conference if there is sufficient interest. Let me begin by inviting your response to the possibility of a NAIRO regional meeting, generally, and on the following specific questions.

2. What persons or groups should we try to involve?

Should the meeting be aimed primarily for professionals in the field or should it be designed for lay persons as well?

We have only about 2 ? NAIRO members and about 15 additional professionals working in this region. We do have in all of our states an increasing number of lay persons who are involved in the boards of official and semi-official state and city agencies, and private groups. In 1961 I attended a very fruitful NAIRO Regional meeting in Little Rock, Arkansas, which did include a very broad based representation of non-professionals as well as professionals.

Could we develop a program which would interest them as well as the professionals?

3. What should be the theme or program content for the meeting?

One of the possibilities discussed with persons from the region who were in Washington, would relate to the newFederal programs and their application in the mid-south area. I know from my own experience that the State Employment Services are among the Federal agencies which

have the strongest regulations against discrimination but, seem to be doing the least with them. Perhaps, we could obtain Arthur Chapin of the Labor Department or some similar person to discuss how we might implement these Federal regulations. A similar approach might be used with regard to the new housing regulations, particularly with regard to public housing in this section. We might do a similar program on the work of the President's Committee on Equal Employment Opportunity.

4. Where might the regional conference best be held?

Among the more centrally located places might be Cumberland Falls State Park near Corbin, Kentucky or Knoxville, Tennessee. The former might seem inaccessible for persons traveling considerable distance, and we would not seem to have a ready host agency in Knoxville, Tennessee. If we could arrange the meeting somewhere in Kentucky, perhaps in Lexington or Louisville, it would be easier for our Commission to participate in the expenses of bringing out-of-state speakers. I do know that there is interest in Tennessee in the formation of an official state agency which has been promised by Governor elect Clement and that groups are working for the creation of city Commissions in Nashville, Knoxville, and Oak Ridge.

5. Would might be best possible dates and days of the week?

Would we want to begin about noon on a Friday and run through Saturday lunch? Or would some other schedule be better?

What is your reaction to a meeting around March 22 or 29 or perhaps April 5 or April 26?

6. Please let me have your general and specific reactions to such a possible meeting.

DANIEL E. SAMET & COMPANY
Certified Public Accountants
60 East 42nd Street
New York 17, N.Y.
MUrray Hill 7-4458

Daniel E. Samet, C.P.A.
Melvin Samet, C.P.A.

March 22, 1963

National Association of Intergroup Relations Officials
2027 Massachusetts Avenue N.W.
Washington, D.C.

Gentlemen:

We have audited the books and records of your organization for the period January 1, 1962 to December 31, 1962. Our examination was made in accordance with generally accepted auditing procedures as we considered necessary. As a result thereof, we submit our report consisting of the following:

EXHIBIT "A" - STATEMENT OF RECEIPTS AND EXPENDITURES JANUARY 1, 1962 TO DECEMBER 31, 1962

EXHIBIT "B" - STATEMENT OF SPECIAL GRANT BY THE FORD FOUNDATION FOR THE NATIONAL CONFERENCE ON EQUAL OPPORTUNITY IN HOUSING - 1962

No opinion can be expressed with respect to the attached statements since our examination did not include verification of any assets in the custody of the Executive Secretary or other officials.

Respectfully submitted,

DANIEL E. SAMET & COMPANY

CERTIFIED PUBLIC ACCOUNTANTS

MS:eh

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

STATEMENT OF RECEIPTS AND EXPENDITURES

JANUARY 1, 1962 TO DECEMBER 31, 1962

RECEIPTS

MEMBERSHIP DUES		
New	3,108.00	
Renewal	10,520.00	
Life Memberships	140.00	13,768.00
MEMBERSHIP ASSESSMENTS		660.00
SPECIAL GRANTS		
Ford Foundation - Special Grant of $24,000.00 Shown Separately in Exhibit "B"	*	
Taconic Foundation	7,500.00	
New World Foundation	5,000.00	
Field Foundation	5,000.00	
Rabinowitz Foundation	3,500.00	
Division Fund	1,000.00	22,000.00
DEVELOPMENT FUND		1,103.71
PROCEEDS FROM 1962 CONFERENCE		1,252.00
PUBLICATIONS		
Journal	2,375.96	
Others	230.00	2,605.96
LOANS		4,114.31
TOTAL RECEIPTS		45,503.98

EXHIBIT "A"

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

STATEMENT OF RECEIPTS AND EXPENDITURES

JANUARY 1, 1962 TO DECEMBER 31, 1962

EXPENDITURES

NATIONAL OFFICE		
SALARIES		
Executives	10,706.65	
Office Secretary	5,218.20	
Part-Time Clerical	376.10	16,300.95
EMPLOYEE BENEFITS		
Social Security	663.24	
Disability Insurance	15.00	
Hospitalization Insurance	347.44	1,025.68
OFFICE EXPENSES		
Rent	1,666.72	
Telephone	1,775.31	
Office Supplies	472.53	
Printing	873.52	
Postage	885.96	
Equipment	47.34	
Subscriptions	9.50	
Travel	3,200.04	
Hospitality	52.01	
Moving Expense	892.18	9,875.11
PRESIDENT'S OFFICE		512.57
TREASURER'S OFFICE		
Bookkeeping	475.00	
Audit	50.00	
Postage and Supplies	41.75	
Bonding	37.50	
Travel Expense	109.91	
Bank Charges	15.03	729.19
REGIONAL CHAIRMEN		109.46
PUBLICATIONS		
Journal	5,824.08	
Promotions	1,500.00	7,324.08
DEBT RETIREMENT		2,000.00
DEBT INTEREST		212.31
TOTAL EXPENDITURES		38,089.36

EXHIBIT "A"

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

STATEMENT OF RECEIPTS AND EXPENDITURES

JANUARY 1, 1962 TO DECEMBER 31, 1962

RECAPITULATION

Balance - January 1, 1962	2,445.96	
Less: Payment of Taxes for 1961 by Previous Treasurer	894.33	
Balance Transferred to Current Treasurer		1,551.63
Total Receipts - January 1, 1962 - December 31, 1962		45,503.98
		47,055.61
Less: Total Expenditures - January 1, 1962 - December 31, '62		38,089.36
TOTAL CASH TO BE ACCOUNTED FOR		8,966.25

Cash in First National City Bank of New York	5,466.25
Cash in Bowery Savings Bank	3,500.00
TOTAL CASH	8,966.25

EXHIBIT "A"

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

STATEMENT OF SPECIAL GRANT BY THE FORD FOUNDATION

FOR THE NATIONAL CONFERENCE ON EQUAL OPPORTUNITY IN HOUSING

1962

Special Grant by the Ford Foundation	24,000.00
Interest Earned on Grant Deposited in Savings Account	355.88
TOTAL TO BE ACCOUNTED FOR	24,355.88

	BUDGET		EXPENDED	
I. CASE STUDIES				
Preparation	6,500.00		9,585.07	
Printing	3,500.00		2,757.37	
Distribution	1,500.00	11,500.00	54.76	12,397.20
II. PREPARATION FOR CONFERENCE				
Salaries	3,800.00		3,315.78	
Travel	300.00		1,359.67	
Supplies	1,500.00	5,600.00	804.69	5,480.14
III. NATIONAL CONFERENCE				
Room and Board	2,400.00		4,234.86	
Travel	4,000.00		980.08	
Reprinting, etc.	500.00	6,900.00	1,263.60	6,478.54
TOTAL		24,000.00		24,355.88

PA

NAIRO Newsletter

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

2027 MASSACHUSETTS AVENUE, N. W. ● WASHINGTON 6, D. C. ● 387-7050

EDWARD RUTLEDGE, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

APRIL, 1963

ON PAYING YOUR DUES

Our financial situation is critical; a foundation grant we had hoped to receive did not materialize. If you have been billed for your 1963 dues and have not yet sent them in you are urgently requested to do so at once. We have funds coming later in the year; the question now is: will NAIRO be here to receive them. Prompt payment of your dues will help assure that it will be.

JANUARY BOARD MEETING

The NAIRO Board of Directors met in New York City on January 26, 1963, in the conference room of the New York City Commission on Human Rights. Among the decisions made:

GRIEVANCE COMMITTEE: (Harold Fleming, Chairman) All complaints will be submitted to the Grievance Committee. The Chairman of this committee will appoint a panel of NAIRO members in the local area to investigate complaints and submit findings and recommendations to the full Committee for final action. Harold Fleming has prepared a detailed memorandum proposing procedures which will be considered at a forthcoming Executive Committee meeting.

PUBLIC POLICY STATEMENT: The Board commended George Culberson, who chaired the Public Policy Statement Committee, for his excellent leadership in preparing the statement; approved the mailing out of the statement; and requested chapters to discuss the statement and (along with individual members who live in communities without local chapters) to send in their comments and suggestions by MARCH 20th.

ANNUAL MEETINGS: Commendations were voted to Robert Greene, Program Committee Chairman, and Don Slaiman, Arrangements Committee Chairman, and to all who worked with them toward making the 1962 Conference an outstanding success. It was noted that sites have been selected for future Annual Conferences: 1963, Cleveland; 1964, New York; 1965, Chicago. The Board then heard invitations from Denver and Los Angeles for 1966 and voted to accept the invitation from Los Angeles.

TENURE OF OFFICERS: Two-year terms for all Officers and a full Board term(3years) for retiring Presidents were discussed. A committee to explore the desirability of such a change was appointed, consisting of: George Culberson, Chairman; John Feild, John Lassoe, Edwin Lukas, and (ex officio) Fred Routh. Suggestions from the membership would be welcomed on this matter.

EXPANDING MEMBERSHIP: The Board examined the possibility of increasing NAIRO membership through concerted effort with the various agencies. President Edward Rutledge appointed three committees to explore this with agency executives: 1) National Private: Ed Rutledge, Joe Allen, Frances Levenson; 2) the Federal Establishment: John Hope, Cernoria Johnson, Paul Rilling; and 3) State and Municipal Public Agencies and State and local private agencies (not affiliated with any national agency): Regional and Chapter Chairmen - with Alex Miller, Membership Chairman, as ex-officio member of all committees.

TWO MESSAGES FROM

To: All NAIRO Members:

Most of us who are employed by agencies concerned with one aspect or another of human rights have come from a wide variety of disciplines, with different educational backgrounds and job experiences. Yet we now have one thing in common - we are all employed as professional intergroup relations workers.

Our primary responsibility is to serve our agencies effectively. In order to do so we all need to become better informed, read the literature in the field, study, exchange views, and even write some articles once in awhile. We also need to feel and believe in the profession of intergroup relations and certainly in the basic principles underlying human rights.

It is my hope that NAIRO, which is the professional Association of those concerned with the problems of race, religion, color and national origin, will help all its members to become more effective in their work and therefore more valuable to their agencies and that NAIRO will assist public and private agencies in programs in which they and NAIRO have a mutual concern.

If any of your colleagues are not NAIRO members as yet, I would urge you to get them to join. NAIRO **needs** them and they **need** NAIRO. Please discuss this with your non-member colleagues and get their applications and checks in to our national office at the earliest possible moment.

If you are a paid-up member (if not - why not) then I hope you will be active in your local chapter. Your local chapter has a major role to play in NAIRO. Its most important task at the present time is the consideration of the proposed NAIRO statement of public policy. All chapters are now actively studying this proposal and we expect to have it reviewed on the national level within the next month or so.

NEW NAIRO OFFICE SECRETARY ---is Mrs. Jane B. Leeds, a former NAIRO Intern and staff member with the Florida Council on Human Relations and Board Member of the Greater Miami Chapter of The American Jewish Committee. NAIRO was fortunate to find someone with Jane Leeds' background and abilities to serve as our office secretary. She was also well known for her work with Cuban refugees in the Miami area following the rise of Fidel Castro. Mrs. Leeds succeeds Mrs. Frankye Brown, who, after five years of service to NAIRO, resigned at the end of 1962.

NCADH HOUSING CONFERENCE The National Committee Against Discrimination in Housing will hold a nationwide conference in Washington, D.C. at the Mayflower Hotel, April 25-26. Conference sessions will focus on 1) implementation of the Executive Order on Housing, and 2) voluntary citizens' action in the housing - civil rights field. Among those who have accepted invitations to participate are Governor David Lawrence, recently appointed by President Kennedy to head the President's Committee on Equal Opportunity in Housing; Dr. Robert C. Weaver, Administrator of HHFA; and Burke Marshall, head of the Civil Rights Division of the US Department of Justice.

NCLCH ANNUAL CONFERENCE The National Civil Liberties Clearing House held its Annual Meeting in Washington, D.C. at the Sheraton-Carlton Hotel, March 28-29. US Supreme Court Justice William O. Douglas was banquet speaker. Other speakers included Whitney Young, National Urban League; Nathanial Rogg, National Association of Home Builders; Governor David Lawrence; William Ball, Pennsylvania Catholic Welfare Council; Dean Kelly, National Council of Churches; Theodore Powell, Connecticut State Department of Education; Roy Wilkins, NAACP; Leslie Dunbar, Southern Regional Council; James Farmer, CORE.

PRESIDENT RUTLEDGE

To: Members and Consultants of the
Commission on Housing and Urban Life and
NAIRO's Board of Directors

The last full meeting of the Commission on Housing and Urban Life was held at the close of the NAIRO Annual Conference. We reviewed the proposed budget for the creation of a national educational service and the administration of the seven-point program, (in the blue printed brochure) Toward Equal Opportunity in Housing. Earlier I reported to the entire membership on the Princeton Conference and on some of our future plans.

The budget discussed by the Commission was an 8 - 10 million dollar ten-year proposal, averaging somewhat less than a million per year. Although it seemed like a lot of money, it was considered realistic and we decided to go ahead, shape up a tight budget, and present it to the Ford Foundation. A working draft was prepared and submitted last month. It amounts to almost 10 million dollars for a 10-year period at $975,000 per year. We requested a five-year trial period with an initial grant of 5 million dollars and, further, that the proposal be reviewed in the fourth year to determine the course it should take during the second 5-year period.

Neal Hardy has joined the Ford Foundation staff. He is associated with Paul Ylvisaker, Bill Pincus and Henry Saltzman, who approved our original $24,000 proposal which resulted in the Princeton Conference. They and Neal Hardy (then in his capacity as FHA Commissioner) attended the Princeton Conference.

The second phase of our proposal which has been before the Ford Foundation since Fred Routh was NAIRO President has now been turned over to Neal Hardy for his review and analysis. We have had two short meetings. We will be getting down to long and more detailed discussions in the near future. I shall keep you informed.

ELMER PAUL BROCK, longtime NAIRO member and Deputy Assistant Post Master General died on Tuesday, March 19. Funeral Services were Friday, March 22 at Holy Redeemer Church in Kensington, Maryland; burial was in the Arlington National Cemetery. An Elmer Paul Brock Fund has been established to provide scholarships for his children and any of Elmer Paul's friends who wish to contribute should make checks payable to the fund; send them to the NAIRO office and we will transmit them. Ed Rutledge said of Elmer Paul Brock, "He was not only a good scrapper for civil rights -- he was a mighty fine person, deeply committed to a more democratic society. We have lost a good friend and a very able colleague."

CONFERENCE ON RELIGION AND RACE

A valuable book, containing the major papers presented at the National Conference on Religion and Race convened by Department of Racial and Cultural Relations of the National Council of Churches, the Social Action Department of the National Catholic Welfare Conference and the Social Action Commission of Synagogue Council of America in Chicago in January is now available. It is entitled, RACE: CHALLENGE TO RELIGION and is edited by Mathew Ahmann. It is available in hardcover at $4.95 or in paperback at $1.65. The book is published by Henry Regnery Company, 14 East Jackson Boulevard, Chicago 4, Illinois.

NEW MEMBERS SINCE OCTOBER 15, 1962

RABBI ARTHUR GILBERT (National Conference of Christian and Jews, New York); MISS LAURI TALAYCO (Human Relations Commission, Ann Arbor, Mich.); ZANE MECKLER (Community Relations Council - Jewish Federation Council, Los Angeles); ARTHUR W. STERN (New York City Commission For Human Rights); MISS MARIE R. FITZHUGH (Rejoined - Rochester, NY); CARL BAIRD (Michigan Employment Security Commission, Detroit); MRS. ISOBEL CHISHOLM CLARK (National Urban League, NY); WARREN C. HAGGSTROM(School of Social Work, U. of Syracuse); RABBI HAROLD D. HAHN (Detroit); ROBERT ODELL, JR. (Pittsburgh); ARTHUR J. BRADJORD (Federal Housing Administration, San Francisco); SEYMOUR KAPLAN (Anti-Defamation League, Seattle, Wash.); ROBERTO CASABLANCA (New York City); CHARLES E. STEWART (Detroit Board of Education, Human Relations Dept.); MISS EVELYN B. ANDERSON (Washington, D.C.); MISS MIRIAM JOHNSON (Department of Employment, Sacramento, Calif.); DR. FRANK S. HORNE (Rejoined - Human Relations Consultant Housing & Redevelopment Board, NYC); NORMAN H. PERLSTEIN (Brooklyn Jewish Community Council); ROMALLUS O. MURPHY (Erie Community Relations Commission, Erie, Pa.); WILLIAM GARNETT MILSTEAD (US Post Office, Washington, D.C.); MITCHELL TENDLER (Michigan FEPC, Detroit); LEROY E. CARTER (NYC Commission on Human Rights); LEONARD GORDON (Jewish Community Council, Detroit); WALTER E. HARRINGTON (US Post Office, Seattle, Washington); WILLIAM E. DONOGHUE (US Post Office Boston); JOEL D. LEIDNER (Burlington, New Jersey); JOHN P. SCHELDRUP (National Aeronautics & Space Administration, Washington, D.C.); MRS. JANE MILLS (National Committee Against Discrimination in Housing, NYC); CLARENCE R.J. WEEKES (Public Housing Administration, NYC); DANIEL I. McCAIN (Chicago); MISS RUTH FEGLEY (The Baltimore Fellowship Inc., Balto.); RABBI DAVID Z. BEN*AMI (Brewster, NY); MRS. ALICE M. HECHT (NY State Commission For Human Rights, NYC); MISS BARBARA ANN MILFORD (Student, Philadelphia); FREDERICK POLLARD (Rejoined - Commission on Youth Welfare, Chicago); EDWARD SPENSER (Somerset, New Jersey); CHARLES W. WASHINGTON (Dayton Urban League); MRS. VIRGINIA GUY (Washington, D.C.); PAUL ANTHONY (Southern Regional Council, Atlanta); DeHART HUBBARD (Rejoined - Federal Housing Administration, Cleveland); REV. NORMAN C. JIMERSON (Alabama Council on Human Relations, Birmingham); MISS AILEEN C. HERNANDEZ (California FEPC, San Francisco); MISS ELEANOR I. BARNWELL (Great Cities Project, Detroit); RALPH ZINN (Mayor's Commission on Group Relations, Newark, N.J.); MRS. MARIE GONZALEZ (Mayer's Commission on Group Relations, Newark); EDWARD PEEPLES, JR. (Student, Phila.) EDMOND F. ROVNER (IUE, AFL-CIO, Washington, D.C.); MRS. PHYLLIS GRUNUER (NYC Commission on Human Rights); DIRECTOR (Social Service Dept., San Diego Police Dept.); NATHAN L. BURNETT (Urban League of Greater NY); MRS. VIOLA MAY KANATZ (Minnesota State Commission Against Discrimination, St. Paul); CHESTER N. GIBBS (Massachusetts Commission Against Discrimination, Boston); GEORGE DUKE BEASLEY (Ohio Civil Rights Commission, East Cleveland); JACOB R. HENDERSON (Atlanta Urban League); DR. MARY ELLEN GARDNER (NYC Health Department); HERMAN CHARTOCK (NYC); C. PARKER BELL (Ohio State Employment Service, Cleveland); MISS SUSAN CULLANDER (Student - Chicago Urban League); ALTON A. EARNHART (Association for Merit Employment, Indianapolis); MRS. GRACE M. NUGENT (Bronx, NY); JUDSON H. HARTSTEIN (Santa Clara Valley Council for Civic Unity); JOHN T. BARNES (Mayor's Commission on Group Relations, Newark); RHETT JONES (Student U. of Conn., Storrs, Conn.); HAROLD J. DUBIN (American Jewish Congress, Detroit); REV. JAMES J. SHEEHAN (Archbishop's Committee on Human Relations, Detroit); ERNEST RUSSELL (Committee on Human Rights, Des Moines, Iowa); JAMES J. THOMAS (Douglass Heights Recreational Council, Washington, D.C.); JAMES C. McDONALD (Minnesota State Committee Against Discrimination, St. Paul, Minn.); WILBUR L. LEW (Friends Suburban Housing, Ardmore, Pa.); MISS REBA S. MOSBY (St. Louis, Mo.).

NEWLY WEDS

Paul L. Klein, Attorney at Law and long-time NAIRO member and Miss Gloria Coe, formerly of Washington and the Federal communications Commission were married Sunday, December 30th. They are at home to friends and NAIROtics at 266 West End Avenue in New York.

SPECIAL REQUEST

NAIRO's file copy of the Vol. II, No. 1 issue (Winter 1960-61) of the JOURNAL OF INTERGROUP RELATIONS is missing! Will some generous member donate their's for our permanent collection of NAIRO publications?

JOB OPENINGS

MISSOURI COMMISSION ON HUMAN RIGHTS
Executive Director, Salary: $7,000 (expected increase to $8,000, July 1st -- subject to approval of state legislature). Qualifications: experience in intergroup relations, with some administrative background; preference given to experience in FEPC complaint investigations, preparation of reports, community organization, personnel or labor-management relations. Education: Bachelors degree, prdiference to those holding the Master's Degree. Personal interview required. Contact: Mr. Winston Cook, Chmn., Missouri Commission on Human Rights, 411 North 7th St., St. Louis 1, Mo.; Ph. : MA 1-9092

KENTUCKY COMMISSION ON HUMAN RIGHTS,
Assistant Director, Salary $4,980-$6,084. Qualifications: 2 years experience in research, community organization, or social work (graduate work may be substituted on a year-for-year basis). Education: Bachelor's degree from recognized college or University major in social science, political science or closely related field. Send resume to Mr. Galen Martin, Ex. Dir., Commission on Human Rights, 168 Capital Annex Bldg., Frankfort, Ky.

KANSAS CITY COMMISSION ON HUMAN RELATIONS
Executive Secretary. Salary $ 8,520-$9,600. Education, Bachelor degree -- preference given to Master's degree in human relations or allied field. Experience, intergroup relations with administrative backgroun -- preference given to experience in complain investigation , preparation of reports, community organization, etc. In practice staff is responsible to the Mayor (who appoints him and the Commission), the Commission, its officers and committees and must maintain a close cooperative relationship with various divisions of city government.

DUES ARE DUE ---- PLEASE PAY PROMPTLY !!!!!!!!!

TOLEDO BOARD OF COMMUNITY RELATIONS,
Secretary (Chief executive officer), Salary: $9,760. Qualifications: not listed; Education: not listed. Responsibilities: maintain contact with groups in the community concerned with interracial and intercultural understanding, serve as source of accurate and reliable data, report to the Board, implement decisions of the Board, work to remove racial tensions and inequalities in housing recreation, education, employment, law enforcement, vocational guidance, and related matters. In addition, to administer a municipal FEPC and a fair housing ordinance (now being tested in court). Contact: Mr. Burt Silverman, Chmn., Toledo Board of Community Relations, 565 N. Erie St., Toledo 2, Ohio.

ILLINOIS COMMISSION ON HUMAN RELATIONS,
Human Relations Consultant. Salary $6,600-$8,040. Requirements: education, Pachelors degree with social science courses; Experience, three years work in a recognized human relations or other similar agency. Contact: Commission on Human Relations, 160 N. LaSalle Street, Chicago, Illinois.

SPRINGFIELD INTERGROUP RELATIONS SPECIALIST,
Salary $8,500-$10,000. Qualifications: considerable experience in progressivly responsible work in the field of intergroup relations; including social case work, group work or personnel work involving the handling of environmental adjustment programs. Education: graduation from 4 yr. college or university with major course work in Soc., Psych. or closely related field. Responsibilities: to serve the Human Relations Commission, the Juvenile Delinquency Commission, and the Mayor's Committee on Minority Housing. Contact: Mayor Charles V. Ryan, Jr., City Hall, Springfield Mass.

SPECIAL FUND RAISING EFFORTS — Because of the financial plight in which NAIRO finds itself, John Feild, Finance Committee Chairman, is asking each Chapter Chairman to hold a fund raising function before June 1st. This might be a theater party, a cocktail party, a luncheon, or a dinner. Proceeds to go to national NAIRO to help maintain the Association during the lean summer months. You will hear shortly from your Chapter Chairman; please give every assistance.

V.H.M.C. PROGRAM — At the request of Booker T. McGraw, we are distributing with this issue of the Newsletter a leaflet describing the Voluntary Home Mortgage Credit Program. This is a significant program with which NAIRO members should be acquainted.

RECENT JOB CHANGES AND CITY MOVES

DAN ASHER - American Jewish Congress, Dayton (from AJ Congress, St. Louis); SARA PENN - NYC (from Neighborhood Centers Association, Pittsburgh); PAUL RILLING - Commissioner's Council on Human Relations, Washington, D.C. (from Southern Regional Council); FRANKYE I. BROWN - Presbyterian Church, National Office, Washington, D.C. (from NAIRO); MARGARET GARRITY - Bureau of Labor Standards, Chicago (from Department of Labor, Washington, D.C.); WALTER R. GREENE - EEO Army, Detroit (from Air Force, Detroit); ROSCOE BALLARD - Air Force, Detroit (from Michigan FEPC, Detroit); IRA GISSON - Air Force, Newark (from American Jewish Committee, NYC); CHESTER GRAY - Air Force, Cleveland (fromOhio Civil Rights Commission); DICK SHAPIRO - Anti-Defamation League, St. Louis (from ADL, Atlanta); JOHN McKNIGHT - EEO Army, Chicago (from American Civil Liberties Union, Chicago) WILLIAM GREMLY - Air Force, Phoenix (from Peace Corps); FREDERICK SCHREIBER - Air Force, Los Angeles (from American Jewish Committee, Los Angeles); HELENA BAILIE - Sociology Department, Howard University, Washington, D.C. (from Miami, Fla.); JOHN FEILD - Potomac Institute, Washington, D.C. (from President's Committee on Equal Employment Opportunity, Washington, D.C.) STANLEY LEIBNER - has left US Commission on Civil Rights; WESLEY T. COBB - Urban League, Flint (from Urban League, Chicago); MISS MARIAN HARGRAVE - NYC Housing Authority (from Panel of Americans, NYC); ALBERT NELLUM - Bureau of Labor Standards, Chicago (from NAIRO); WILLIAM H. MOYER - American Friends Service Committee, Chicago (from Student); MISS MARGARET C. ROACH - National Council of Catholic Women, D.C. (from Catholic Interracial Council, Chicago); RUTH GOULD - Governmental Affairs Institute, D.C. (from Minneapolis FEPC); MICHEL G. ISKANDER - UNTAB Office, Amman, Jordan (from Commission on Human Relations, Pittsburgh); REV. H. ROBERT GEMMER - Utica Area Council of Churches (from Cleveland Area Church Federation); DAVID TRAUB - EEO, Los Angeles (from American Zionist Council, NYC); HARRY WINTON - EEO, Los Angeles (from American Jewish Committee, San Francisco); GREGORY SHINERT - Virginia Council on Human Relations (from Missouri Commission on Human Rights); DENNIS FARGAS - Air Force, Los Angeles (from California FEPC, Los Angeles); EDWARD BURCH - Air Force, Los Angeles (from California FEPC, Los Angeles)

LAST MINUTE INFORMATION -- STANLEY LEIBNER - Department of Labor, Bureau of Standards, D.C.

NAIRO GROUP INSURANCE PLAN

Commencing this January NAIRO has instituted a group life insurance plan available to the entire membership. Application and pertinent information about this program has been sent to all members.

The life insurance plan is especially designed for our Association by the Bankers Security Life Insurance Society. Many different plans were studied and the committee that was established to investigate them recommended the one prescribed by Louis S. Charloff, C.L.U., and Jerome S. Milgram. These insurance men are responsible for administering the plan.

Because this Company considers NAIRO a select group, the rates for this excellent coverage will be very low and applications will be liberally underwritten. This is a good reason to make sure your membership dues are paid, and we hope it will provide an added incentive for those thinking of joining NAIRO.

Even though the cost is low, the insurance will contain many valuable features such as: Individual policies, Waiver of Premium Benefit, conversion privileges, six settlement options, etc. With proper requirements, those who desire will be able to get up to $40,000 of coverage at the same low cost.

The Officers of NAIRO feel that this is an excellent example of their continuing efforts to make your Association a helpful and better one.

Be sure that you have paid your dues to be elibible for this insurance.

ACHTUNG NAIRO MEMBERS who work for public agencies! Quite often we get a check or voucher from the treasurer's or comptroller's office with the notation "1963 NAIRO Dues" but no name of the person for whom they are being paid. Would each of you please ask your treasurer or comptroller to note the name of the person for whom the dues are intended on the check or the accompanying voucher. This will save us considerable time in processing your membership.

YOUR WANDERING DIRECTOR

Fred Routh, at the request of a number of NAIRO members, has been on the road. In early January he went to Tucson, Arizona, to speak at the Centennial Celebration of the Emancipation Proclamation - topic was "100 Years Later, Where Do We Stand?" In late January, to New Rochelle to consult with the school superintendent on new steps toward integration. In early February, to Little Rock to pinch hit as banquet speaker for the Arkansas Council On Human Relations. To Detroit in mid-February to speak at Wayne State University and later to the Detroit NAIRO Chapter.

EUROPE IN THE SUMMER

Members of NAIRO have just been offered a special rate on travel to Europe IF twenty-five or more would like to go together. The only "group" feature of this plan is the round-trip air flight. For $587 (less than first class round-trip air fare) you can have twenty-one days on the Riviera! This price includes round-trip air fare and twenty-one days at a hotel on the Riviera including meals. If any NAIRO Chapter is interested, or if any members are, please let the national office know. May through September is the period during which this plan is available.

NAIRO OFFICERS 1962-63

PRESIDENT: Edward Rutledge, New York State Commission For Human Rights
VICE-PRESIDENTS: Alexander J. Allen, National Urban League
Frances Levenson, Nat'l Committee Against Discrimination in Housing
SECRETARY: Dr. Frances R. Cousens, Great Cities School Improvement Project (Detroit)
TREASURER: Irving Goldaber, New York City Commission on Human Rights
GENERAL COUNSEL: Edwin Lukas, The American Jewish Committee
EXECUTIVE DIRECTOR: Frederick B. Routh

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Dennis J. Clark, New York, New York
George W. Culberson, Washington, D.C.
David Danzig, New York, New York
John Feild, Washington, D.C.
Harold Fleming, Washington, D.C.
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Malcolm Higgins, Olympia, Washington
Dr. John Hope, II, Washington, D.C.
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Dr. Herman H. Long, Nashville, Tennessee
Louis Mason, Jr., Pittsburgh, Pennsylvania
John A. McDermott, Chicago, Illinois
Alan Reitman, New York, New York
Paul Rilling, Washington, D.C.

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GREAT LAKES: Chester J. Gray
MID-ATLANTIC: F. Peter Libassi
MID-SOUTH: Galen A. Martin
NORTH CENTRAL: Myron Schwartz
NORTH EAST: William R. Valentine, Jr.
NORTH WEST: E. Shelton Hill
ROCKY MOUNTAIN: Edward Terrones
SOUTH CENTRAL: A. Maceo Smith
SOUTH EAST: Seymour Samet
SOUTH WEST: Milton Senn

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PHILADELPHIA: Murray Friedman
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WASHINGTON, D.C.: Donald Slaiman

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MANPOWER: Dr. John Hope, II
RESEARCH SERVICES: Mrs. Eunice S. Grier
HOUSING & URBAN LIFE: Edward Rutledge
INTERRELIGIOUS RELATIONS: Dr. John Sullivan
SCHOOL INTEGRATION: Richard L. Plaut

COMMITTEE CHAIRMEN

1963 CONFERENCE ARRANGEMENTS:	Irving Levine
1963 CONFERENCE PROGRAM:	K. C. Jones, Jr.
FINANCES:	John Feild
MEMBERSHIP:	Alexander F. Miller
NOMINATING:	Marshall Bragdon
INTERNATIONAL RELATIONS:	David Danzig
PROFESSIONAL:	Alexander J. Allen
PROFESSIONAL STANDARDS:	Marshall Bragdon
ETHICAL PRACTICES:	John McKnight
PUBLIC POLICY:	George Culberson
PUBLIC RELATIONS:	Alan Reitman
SPONSORS:	Roger Nathan
LIFE MEMBERSHIP:	Eleanor Dungan
EDITORIAL BOARD:	Margaret Fisher
JOURNAL EDITOR:	Samuel Spiegler
INTERPROFESSIONAL RELATIONS:	Dr. John Slawson
GRIEVANCE:	Harold E. Fleming

THE DIRECTOR'S BOX

The 1962 Annual Meeting was the largest one NAIRO has ever held; 509 persons registered, an indeterminable number more came but did not register...estimates of the number at our Presidents' Reception at the US Department of State run as high as eight hundred! Content of the various sessions has received high praise from members and visitors. We all are indebted to those who worked so hard to make the Conference the great success it was. The NAIRO national coffers realized more than $2,500 from the Conference.

Your Officers, Board, and Executive Committee, under the energetic leadership of our President, Edward Rutledge, have given considerable time and thought to ways of making the Association more meaningful to the field and to our members. Elsewhere in this Newsletter are some of the details of this expanding effort.

We have had more success in expanding NAIRO program development than we have in expanding the financial base of the Association. Even though we collected more funds for the general operating budget last year than ever before, we are still in a shaky financial condition. We are confident that when the Finance Committee, chaired by John Feild, unveils its plans you will respond to requests to assist fund raising efforts in your community.

For my part, let me say that the ten months that I have been Director have been rewarding and challenging and that I will make every effort to further build our Association into the effective voice and instrumentality it must become.

There is a destiny that makes us brothers:
None goes his way alone:
All that we send into the lives of others
Comes back into our own.

Edwin Markham

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

REPORT OF THE EXECUTIVE DIRECTOR

Frederick B. Routh
Executive Director

April, 1963
Washington, D.C.

INTRODUCTION:

This is a report to NAIRO's Leadership; it is occasioned by the receipt of the Audit of the Associations books and records for 1962 -- which is attached. A quick glance at the "Receipts" column shows two things: 1) Even though we carried 1,000 members on the books, only 681 paid their dues!; 2) that we collected more from Foundations for general support ($18,500) than ever before in our history. During this past year there have been three unusal items of expenditure: 1) the cost of moving to Washington, $892.18; 2) repayment of a loan from K.C. Jones, $3,500; 3) salary for an Assistant Director, $5,000. We now know more about our financial condition than in recent years; we are still in debt but we are working our way out. Harold Fleming asked the question, "Are we slowly bleeding to death or are we slowly recuperating from a bad case of financial anemia?" The audit seems to indicate the latter. (See attached: A Financial Comparison of 1961-62)

Since coming with the NAIRO staff I have visited seven of our ten chapters: Atlanta, Chicago, Detroit, Los Angeles, New York, San Francisco, and -- of course -- Washington, D.C. The trip to Detroit was paid for by Wayne State University; the cross country trip which made possible the visits to Chapters in Los Angeles and San Francisco was paid for by the Encampment For Citizenship. The Chicago trip included the Great Lakes Regional Conference to which the Chicago Chapter was host. Following Ed Rutledge's recent visit to St. Louis, the local NAIROites are moving to form a chapter there.

The staff has consulted with many of our members seeking employment with agencies in the federal establishment; some of these meetings have been as short as fifteen minutes, most of them have run about an hour; some have run as long as three hours. We have sent numerous Form #57s of NAIRO members to the Potomac Institute as it aided recruitment by federal agencies; we have sent a smaller number in to federal agencies ourselves.

In May of 1962 the national offices of NAIRO were moved to Washington, D.C. in the belief that the Association might be of greater service, located at the site where new and significant programs in intergroup relations were being developed and executed. NAIRO's Task Force I had issued the report, Executive Responsibility in Intergroup Relations, which had been presented personally to President Kennedy. The Federal Government, under the present Administration, has developed more extensive programs in intergroup relations than at any other time in history. The President's Committee on Equal Employment Opportunity was expanded in both jurisdiction and staff. The Air Force and the Army have new programs of contract compliance, staffed by intergroup relations specialists. The Post Office Department developed a new program of intergroup relations, combined with complaint review. The Justice Department is more deeply involved in school desegregation and voter suits than ever before. Every Department and agency of government has appointed a "compliance officer" with responsibility to bring and keep their unit of government in compliance with the President's Executive Order on equal employment opportunity. More recently the President signed an Executive Order promoting equal opportunity in housing.

JET Magazine, in its August 9, 1962 issue reported: "Little mention has been made, but the new force crowding the race relations field is the NAIRO crowd (the National Assn. of Intergroup Relations Officials). The group established D.C. offices a few months after the National Urban League came to town and its contacts are busy in many areas of government, advising on ticklish Negro problems." This gives us more credit for being influential than we deserve but NAIRO has had an opportunity to be quietly useful from time to time, in assisting the various units of the federal establishment as they undertook these new programs.

PROGRAM ACTIVITIES

1. ASSISTANCE TO GOVERNMENT. In late summer, Al Nellum and I assisted the Post Office Department's Elmer Paul Brock, Lloyd Davis, and Sam Simmons in designing a training program for more than eighty persons newly assigned to responsibilities in intergroup relations. NAIRO's staff and a number of its senior members participated in December in the training sessions as lecturers, resource persons, and discussion leaders.

NAIRO assisted the Air Force and the Army recruit professional personnel to staff their programs in intergroup relations and contract compliance. Your Executive Director particiapated in late January training sessions for the new Army personnel and gave assistance in developing the training program.

I was asked to and did participate twice in training sessions for the U.S. Department of State's interpreters who accompany visiting VIP's in their travels about the United States.

NAIRO has worked closely with the President's Committee on Equal Employment Opportunity in a variety of activities ranging from training sessions to working conferences to public meetings.

NAIRO has given informal assistance to the Agriculture Department in developing intergroup relations programs for Department personnel and agricultural extension agents.

NAIRO has assisted the Peace Corps in recruiting corpsmen and has referred professionals for consideration on the Corps' administrative staff. With the Corps cooperation, NAIRO is recruiting returning corpsmen to the field of intergroup relations.

State and municipal agencies and leaders have called on the office for assistance in a wide variety of tasks. Among those to whom we have given assistance are: City Manager's office, Berkeley, California; Bridgeport, Connecticut Intergroup Council; Buffalo, New York Community Relations Board; Cleveland, Ohio Community Relations Board; Des Moines, Iowa, Commission on Human Relations; Gary, Indiana FEPC; Illinois State FEPC; Illinois Commission on Human Relations; Kansas State Commission on Human Rights; Louisville, Kentucky Human Relations Commission; Missouri Commission on Human Rights; New Haven Redevelopment Agency; San Jose, California Human Relations Commission; Springfield, Massachusetts' Mayors Office; Toledo, Ohio, Board of Community Relations; Virginia Council on Human Relations; Washington, D.C., Commissioners' Council on Human Relations. Assistance given has ranged from staff recruitment, consultation on structure and program, support for a full year's budget, to assisting in securing the Attorney General of the United States as a speaker.

NAIRO's Task Force II, chaired by George Schermer, and charged with developing a report to assist meaningful program development and recommendations for county and municipal governmental agencies is undertaking a study (under a grant from the Eugene and Agnes E. Meyer Foundation) of the human relations needs and requisite governmental effort to meet them in the District of Columbia. The report of this study will be so written that it will be useful to the many municipalities which have intergroup relations agencies and to those which will establish them in the future.

NAIRO put out a special issue of the JOURNAL OF INTERHROUP RELATIONS covering progress and problems in the District. It has enjoyed wide usage among the var-

ious units of District government and among the private agencies located here.

NAIRO's Director conferred with the school Superintendent of New Rochelle on means to end de-facto segregation in that city's schools. A one day consultation explored alternatives and helped give a clearer picture of the complexities of the situation.

2. ASSISTANCE TO PRIVATE AGENCIES. NAIRO has continued to assist the private intergroup relations agencies through a wide range of activities. One of the newer services NAIRO has performed is assisting private agency staff in making contact with appropriate federal officials. NAIRO has assisted in recruiting staff personnel, participated in strategy sessions, provided information, secured speakers, arranged press conferences, participated in conferences, participated in program planning, participated in conference planning with national, regional, and local private agencies.

3. SPECIAL PROJECTS. Ed Rutledge, on assuming the NAIRO Presidency at the '62 Annual Conference, announced five goals for the coming year: 1) continuation of the Program for the '60s in Equal Opportunity in Housing -- this is now being studied by the Ford Foundation; 2) continuation of the cooperative Professional Training Project, with the Institute on Human Relations -- a request for this project is also before the Ford Foundation; 3) pushing forward on the proposed International Conference on Intergroup Relations -- a preliminary outline of this project has been submitted to the European Section of the Ford Foundation; 4) establishing liaison with any "domestic" Peace Corps which might develop -- our office is in communication with federal offices concerned with this; 5) development of a "professional package" -- responsibility for this has been assigned to Alexander "Joe" Allen. Foundation deliberations, by necessity, are careful and time-consuming but we are in touch with them on our proposals. Further developments on the "domestic" Peace Corps must await action either by the President or the Congress. Under the leadership of Joe Allen, NAIRO President-Elect, we will push ahead in developing the professional package.

As the culmination of three years planning and effort by NAIRO's Commission on Housing and Urban Life, led by Ed Rutledge, NAIRO, in October, 1962, co-sponsored with the National Housing Center the Princeton Conference on Equal Opportunity in Housing. This project was underwritten by the Ford Foundation. It was attended by some forty leaders in the housing industry and by some ten intergroup relations professionals with special backgrounds in housing. It was pronounced "useful" by those in attendence and it led to the inclusion of a panel discussion led by Princeton Conference participants Ed Rutledge and Jack Wood, on equal opportunity in housing at the '62 Annual Conference of the National Association of Home Builders -- a first. It is seen as a first step in a ten year, large scale project aimed at developing acceptance of equal opportunity in housing across the nation.

NAIRO, in cooperation with the Institute of Human Relations -- with representatives from a goodly number of public and private agencies -- has developed a major professional training project. This proposal, now before the Ford Foundation, calls for a three year project, to be administered by the Institute and overseen by a Guiding Committee composed of senior agency staff professionals and educators.

NAIRO's Commission on School Desegregation has completed a study of de-facto school segregation in non-Southern areas of the nation. This study was made

possible by a grant from the Rabinowitz Foundation. The report is in final drafting stages and may be issued as a special issue of the JOURNAL OF INTERGROUP RELATIONS.

NAIRO has recently sent out to all members a Statement on Public Policy with the request that it be read and studied by individuals and discussed by chapters and that recommendations for changes be sent back to the Committee on Public Policy, chaired by George Culberson. This is regarded as an important contribution to the field for it will represent the widest consensus on intergroup relations matters yet reached.

NAIRO's 16th Annual Conference, "The Role of Government in Intergroup Relations: Federal, State, and Local", was held in Washington in November, 1962. More than 500 persons registered and an indeterminable number more came to hear and discuss with government officials what the government was doing in this field. Considerable attention was given to methods of relating private agency efforts with those of the governmental agencies. Many federal officials participated in the sessions, including several Assistant Secretaries and numerous agency heads. The first public explanation of the President's Executive Order on Equal Opportunity in Housing was made at the conference banquet by Mr Jack T. Conway, Deputy Administrator, Housing and Home Finance Agency,

NAIRO established a Grievance Committee, chaired by Harold Fleming, to receive grievances from members who charged unfair treatment by their employers. Three grievances have been received. One was withdrawn, one is now under consideration, the third is of special interest. It was made against a unit of the Federal Government in Atlanta, Georgia. A panel of local NAIRO members investigated the allegations, found that the claimants procedural rights had been violated and reported this to the Grievance Committee -- which in turn made it known to the President's Committee on Equal Employment Opportunity. The President's Committee ordered the claimant's rights be guaranteed -- the full procedural rights of the claimant were made available to him, though he chose not to pursue them further. NAIRO received full cooperation from the federal agency in question, including the right to question personnel and examine records.

NAIRO is developing a "professional package" which will contain a code of ethics, a listing of minimal professional standards, criteria for evaluating agency personnel practices, and the Statement on Public Policy. This is seen as an important step in raising the level of professional practice in the field of intergroup relations.

WHAT OF NAIRO'S FUTURE?

Finally comes the question, where should NAIRO go from here, what direction should we give our Association? Many of us have given a lot of thought to that question and I make no pretense at having the final answer but, on the basis of my previous experience as Board Member and President and on the basis of my experience this past year as Executive Director, I would suggest that it develop along the following lines.

NAIRO should serve as spokesman for our profession, relating it to other professions through contacts and cooperative efforts with other professional associations. This would introduce intergroup relations concerns into the thinking and planning of groups active in a wide variety of fields. Properly pursued it would mean liaison with such groups as: the Adult Education Association, American Association of School Administrators, American Personnel and Guidance Association, American Society for Public Administration, International Association of City

Managers, International Association of Chiefs of Police, National Association of Housing and Redevelopment Officials, National Association of Social Workers -- to name but a few.

NAIRO (as "stimulator or enabler") should serve in an umbrella capacity for a variety of agencies, wishing to undertake a common project, where none of them could do it alone -- thus making possible multiple-agency efforts. Three good examples where NAIRO has served in this capacity are: The Research Conference held at the University of Chicago; the Princeton Conference on Equal Opportunity in Housing, co-sponsored by the National Housing Center; the proposed Professional Training Project, to be administered by the Institute on Human Relations. In each of these cases NAIRO involved a number of agencies so that many views were represented.

NAIRO should serve the field or profession through efforts to improve and upgrade the level of understanding, practice, and performance of individuals and organizations working in the field and the calibre of those being recruited to it. A continuing and systematic culling and synthesizing of relevant information and knowledge from professional jourals, case studies, field reports, and also from the various related academic disciplines would be meaningful to practioners.

NAIRO should serve the professional worker through efforts to secure adequate salaries, proper job-security, and recognition of professional standards and integrity so that competent, qualified persons may be attracted to and retained in the field. In assisting its members in seeking new opportunities in employment NAIRO must be committed to matching the right person with the right job solely on the basis of merit and qualification.

NAIRO has established a role for itself, over the years, of working for professional standards of practice and perception in the field of intergroup relations. Its program of service to the field and to the members has been expanded but financial problems still plague the Association.

The professional "population" from which we draw our members is not sufficiently large nor sufficiently affluent to carry a self-sustaining membership organization with the type of professional staff, offering the level of services now expected of NAIRO. Two alternatives seem open to us: we cut back and wait til there are a sufficient number of persons in the field to build a membership of three to five thousand; or, we seek funds elsewhere to close the gap between membership dues and financial necessity.

The first alternative, of cutting back, would seem costly for it would mean an interval of a number of years without the services NAIRO now offers, at the very time the field is expanding and new programs are developing. It would mean a less systematic, a more haphazard development of our field.

The other possibility is to find funds -- without the staff spending a disproportionate amount of time on fund raising -- to sustain the organization and maintain the services it now offers. Some of this financial support can be found through funds secured to undertake special projects; most of it must be found in direct support to NAIRO's operating budget. There are foundations with sufficient imagination and flexibility -- as the year's record shows -- to understand this; there are labor organizations and religious organizations -- as past contributions demonstrate -- which also understand this.

It is to be hoped that the program of NAIRO, as outlined in this report -- and as it must be expanded, will warrant continuing and increased support from these sources.

RA mm

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Compiled May 15, 1963

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TAN

C I T A T I O N

The Board of Directors of the National Association of Intergroup Relations Officials, meeting in Atlanta, Georgia in time of racial crisis of national scope, pauses in its deliberations to pay tribute to:

R A L P H Mc G I L L

For his stewardship of truth as Editor and Publisher of the Atlanta Constitution for many years;

For his wisdom, courage, and determination in raising a reasonable voice to which decent Southerners might respond;

For recognizing himself as a Southerner, an American, and a citizen of the world -- but, above all, as a human being;

For his commitment to the recognition of human dignity for all people, everywhere.

Edward Rutledge,	Frederick B. Routh,
NAIRO President	Executive Director

Done in Atlanta, Georgia, this
Fourteenth Day of June, 1963

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

NAIRO Newsletter

2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

EDWARD RUTLEDGE, PRESIDENT

FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

MAY-JUNE, 1963

A MORE REGULAR NEWSLETTER

With this issue of the NAIRO Newsletter we begin a new policy adopted by the Board at the April meeting: The Newsletter will be issued monthly (except during the summer), in a less expensive form. The Board felt that this would help keep our members informed and would place before them on a more timely basis notices of job opportunities and openings. The Board also asked that appropriate materials from intergroup relations agencies be mailed with the Newsletter if the agencies were willing to supply the materials free and pay the cost of the mailing.

STUDY IN COLOR

Inaugurating the new policy mentioned above is ESCRU -- the Episcopal Society for Cultural & Racial Unity, which has supplied NAIRO with 1,000 copies of the announcement of three one-act plays by the Rev. Malcolm Boyd, Chaplain at Wayne State University. ESCRU also made a donation of $30 to cover the cost of the mailing.

'63 ANNUAL NAIRO CONFERENCE

The 17th Annual NAIRO Conference will be held in Cleveland, Ohio, at the Pick-Carter Hotel, Nov. 20-23. The Program Planning Committee, chaired by K. C. Jones, has chosen the theme: CONTROVERSIAL ISSUES IN INTERGROUP RELATIONS. This was approved by the Board at its April meeting. NOTE THESE DATES ON YOUR CALENDAR NOW. This promises to be an exciting conference!!!!

NEW CHAPTER IN ST. LOUIS

NAIRO's Board voted Chapter status to a group of members in St. Louis at the April Meeting. Charter Chapter members are: Mrs. Theo M. Shea, Chairman; J. Philip Waring, Vice Chairman; Mrs. Thelma Abrams, Secretary; the Rev. Trafford P. Maher, S. J.; Dr. Reba S. Mosby; and Myron Schwartz. The action to form a Chapter followed a visit by NAIRO President Edward Rutledge. Congratulations and a warm welcome to our newest Chapter.

FUND RAISING

The United Steel Workers Union was the first to respond to a funds appeal sent out to ten Union Presidents by John Feild. NAIRO is grateful to the Steelworkers, and our hats are off to them for such understanding and fast action.

NEW LIFE MEMBERS

NAIRO has proudly gained two more LIFE MEMBERS since the last Newsletter. They are Dr. Helen Amerman and Lloyd Davis. Eleanor Dungan of the Chicago Commission on Human Relations and Chairman of NAIRO's Life Membership Committee is working to have others follow suit.

CHEERS FOR THE NEW YORK NAIRO CHAPTER!

Under the leadership of its Chairman, Dr. Shirley Chartock, the NY NAIRO Chapter is planning a benefit theatre party to raise funds for NAIRO. The Chapter also sent out a special notice to members: "The National NAIRO urgently needs membership dues ($20 per year) from all members. If you have not already paid your 1962 or 1963 dues, please send your check (payable to NAIRO) as soon as possible to: 2027 Massachusetts Avenue, N.W., Washington 6, D.C."

CHANGES IN LEADERSHIP

The Board regretfully accepted the resignations of Peter Libassi as Mid-Atlantic Regional Chairman and member of the Executive Committee. Replacing him on the Executive Committee is Louis Mason and as Regional Chairman, Robert Greene. The resignation of Alexander Miller as Membership Chairman was also regretfully accepted. Replacing him is John Yoshino. In the leadership listing in the April Newsletter there were several errors: we identified Alexander "Joe" Allen (President Elect) as Vice President; we left out John Morsell, Vice President, and Burton Gordin, Chairman of the sub-Committee on Education and Professional Training. Our apologies to each of these men.

NAIRO TRIBUTE TO ALGERNON D. BLACK

With the approval of NAIRO's Executive Committee, a citation was presented to Algernon D. Black at a dinner given in his honor by the Encampment for Citizenship on May 14 in New York City. The text of the citation presented by President Rutledge read: "The National Association of Intergroup Relations Officials proudly pays tribute to ALGERNON D. BLACK - as a citizen, leader, educator, and housing-civil rights pioneer. With gratitude we acknowledge our debt to a man who has enriched our knowledge and understanding of the community of mankind, and who inspires and challenges us to follow the example he has set."

PRESIDENT'S CORNER

You will note in my letter to President Kennedy our expression of deep concern in regard to the USA's crisis in race relations. This letter was prepared with the assistance of Executive Director, Fred Routh and General Counsel, Ed Lukas and approved by the Executive Committee. Many of the recommendations are drawn from the 1961 NAIRO document "Executive Responsibility in Intergroup Relations." I suggest you reread this report. You will find it shows prophetic insight into the role of executive leadership.

Now more than ever before our leadership is needed. And we are calling upon the President of the United States to consult with us because we do not believe that the Negro drive for civil rights need be won only through disorder, chaos and violence. On the contrary, we have the expertise and the dedication and commitment in our profession to assist the President in securing full equality for all Americans within the framework of our democratic system of government.

As members of the only professional body in intergroup relations we have a major responsibility to reexamine our own leadership positions as intergroup relations workers and also, as never before, to influence the role of our own agencies in the struggle for equal rights. We cannot afford to stand by as so called "objective observers" at this time. We have a duty to help lead the way.

D. C. HUMAN RELATIONS STUDY APPROVED

NAIRO's Board of Directors approved the undertaking of a study of the human relations needs and governmental efforts to meet them in the District of Columbia. The study was made possible by a grant from the Eugene and Agnes E. Meyer Foundation. Fred Routh will direct the study. Consultants are: George Schermer, Director of the Philadelphia Commission on Human Relations and Chairman of NAIRO's Task Force II; and Dr. Herman Long, Director of Fisk University's Race Relations Institute and NAIRO Board member. Routh will spend half-time for up to six months on the project.

WORTH READING

Several articles appearing in recent issues of national magazines are worth reading. Among them are: "A 50-Year War Against AntiSemitism" (LOOK June 4) which is the story of the AntiDefamation League, written by Thomas B. Morgan. In the same issue is, "Washington: Crime Sick Capital City" by Fletcher Knebel, interesting but somewhat sensational. "How a Race Riot Happened" by Alvin Shuster and Ben A. Franklin in the SATURDAY EVENING POST for May 4th.--caused a controversy in DC circles. LIFE for May 31st carries "A Negro Photographer Shoots From Inside The Black Muslims." Sub-title: Word and Picture Report by Gordon Parks.

FUTURE NAIRO MEMBER

Stanley and Judy Leibner have a new son, Lincoln Debs Leibner. He was born May 1st.

NONDISCRIMINATION IN HOUSING

Two publications are dealing with this topic in an important manner; already out is A Report to The Mayor & City Council of Chicago on the Present Status and Effectiveness of Existing Fair Housing Practices Legislation. Coming is the special issue of the Chicago -Kent Law Review concerned with anti-discrimination housing legislation. The former may be secured from Clifford Campbell, Deputy Commissioner of City Planning, City Hall, Chicago 2; the latter from: Richard A. Winkler, Editor-in-Chief, Chicago-Kent Law Review, 10 North Franklin, Chicago 6. Price not known in either case.

EDITORIAL IN LIFE MAGAZINE

Your attention is called to a striking editorial in the May 24th issue of LIFE magazine entitled, "Beyond Rights the Issue of Human Dignity." This editorial is one of the more significant of recent years. It recognizes the critical nature of our times and proclaims human relations the crucial need if we are to build and maintain a democratic society.

LOOK AT BEN SISSEL

The Rev. H. Benjamin Sissel, NAIRO Member, and Secretary for National Affairs of the United Presbyterian Church, USA, has a major article in the June 18th issue of LOOK, "A Christian View: Behind The Fight Against School Prayer."

SCHERMER RESIGNS

George Schermer, Executive Director of the Philadelphia Commission on Human Relations, has resigned his post. Schermer, one of the field's most seasoned and respected professionals blasted the mayor in his letter of resignation for making ineffective the Commission on Human Relations. NAIRO's Philadelphia Chapter has called on the Commissioners not to accept Schermer's resignation. Civil Rights leaders are protesting conditions which led to the resignation.

THE DIRECTOR'S BOX is short this month to make room for other matters. Dave Garroway used to close his program by holding up his hand and saying, "Peace!" Now he closes with "Courage!" We are in for a considerable period of unrest, tension, and strife in the field of intergroup relations. Witness the police tactics and the Governor's defiance in the Alabama situation. It will take all the courage, all the wisdom, all the dedication, and all the skill we can muster to move the cause of human dignity ahead in a constructive, rapid, and non-violent manner. This is our task as intergroup relations professionals and to it we are fully committed; none of us stands alone; through NAIRO, each is linked with a thousand others who have the same commitment to the task at hand. Further, it is we who are dedicated to building a democratic society -- not the totalitarians -- who ride the crest of the wave of the future. In my Emancipation Proclamation Centennial Address in Tucson, Arizona I said, "Where do we stand 100 years later? We have come a long way. We yet have a long, long way to go; the path is steep, the climb difficult; but no other journey is worthy of free men."

OF SPECIAL IMPORTANCE

The Grievance Committee, chaired by Harold Fleming, has spent considerable time developing proposed grievance procedures. The Board adopted the committee's proposals at its April meeting. This is an important forward step for NAIRO and for its members. You are urged to study these with care for they explain what you may expect from NAIRO if you file a complaint.

GRIEVANCE PROCEDURES OF NAIRO

The NAIRO Board, at its November 1962 meeting, established a Grievance Committee to process and make appropriate disposition of complaints filed with NAIRO by its members. The Committee consists of Harold C. Fleming (chairman), Edward Rutledge, Alexander J. Allen, Edwin J. Lukas, and Frederick B. Routh (ex officio).

When a complaint is received, the Committee ordinarily appoints a panel of NAIRO members in the appropriate geographical area to ascertain the facts in the case and make a written report of them to the Committee. On occasion, however, the Committee may elect to ask one of its members or the Executive Director to make the investigation.

Other procedures thus far developed by the Committee and approved by the Board are as follows:

(1) A condition of NAIRO intervention is that the aggrieved member avail himself of administrative remedies within the employing agency, unless the Grievance Committee is satisfied that he has good and sufficient reason not to do so.

(2) In the case of a member who does so avail himself, the Grievance Committee shall be responsible for determining that his procedural rights are fully and promptly observed; if they are not, the Grievance Committee shall make all appropriate representations to the respondent agency and, these failing, shall request the Board of NAIRO to pass and publicize among its members and elsewhere as it sees fit, a vote of censure against the agency.

(3) The Grievance Committee shall not undertake to reach findings and conclusions on the substantive complaint until the respondent agency's complaint procedures are exhausted, or until the Committee determines that the complainant has been denied his procedural rights.

(4) If the complainant initiates administrative proceedings but at a later point decides not to exhaust them, NAIRO's intervention will cease at that point, unless the Committee determines that he has good and sufficient reason for his decision.

(5) In the case of an aggrieved member who has no administrative remedies available to him, the Grievance Committee shall see that his complaint to NAIRO is investigated and findings and conclusions reached as expeditiously as possible. In the event that the complaint is found justified, the same efforts at conciliation and, those failing, the same sanctions as those described in (2) above shall be effected.

MEMBERS ON THE MOVE

Since the last Newsletter, less than a month ago, the following members have changed jobs or moved: Malcolm Higgins has resigned as Executive Director of the Washington State Board Against Discrimination. John I. Binkley resigned as Director of Education with the President's Committee on Equal Employment Opportunity to become Intergroup Relations Specialist, Housing & Home Finance Agency. David Traub hasn't moved or changed jobs but we erroneously listed him in the Los Angeles Army EEO Office rather than in the Philadelphia office where he is. Muriel Snowden has been at it again; for her outstanding work in Roxbury, Massachusetts, she has been elected Citizen of the Week by the Boston-Roxbury City News and Woman of the Week by the Traveler Paper.

Mathew Ahmann has resigned as Executive Director of the National Catholic Conference on Interracial Justice to assume full time responsibilities with The National Conference on Religion and Race. Clifford J. Campbell has retired as Deputy Commissioner of City Planning in Chicago and will move to Portland, Oregon. Norman Perlstein has left the Brooklyn Jewish Community Relations Council and has gone with Brotherhood-in-Action (New York City).

TRAVELGUIDE ISSUED

A list of public accommodations which operate on a nondiscriminatory basis has been published by William H. Butler. It may be obtained for $2.00 from: TRAVELGUIDE, P.O. Box 4252, Grand Central Station, New York 17, N. Y.

JOB OPENINGS

AMERICAN CIVIL LIBERTIES UNION has a national staff opening: Field Development Officer. Salary starts at $8,000 or more depending on individual. Considerable travel helping branches plan their efforts and execute their plans. Requirements: Character and integrity most important; perceptive, creative, energetic, persuasive, with experience in organizational work and operational fund-raising efforts for other organizations. Applications should be addressed to: John de J. Pemberton, Jr., Executive Director American Civil Liberties Union, 156 Fifth Avenue, New York 10, N. Y.

KANSAS CITY HUMAN RELATIONS COMMISSION, Executive Secretary; Salary $9,600 to $11,600 (former salary was $8,500) I have just talked with the new Commission Chairman, Dean Frederick Lewis of the U of KC Law School, who said the situation in Kansas City has been cleared-up by a new city administration which means business in the field of intergroup relations. Requirements: skill and experience in intergroup relations on the executive level, mature personality. The Commission works on problems of discrimination in employment opportunities, public accommodations, housing, education, public facilities, and union membership. It also works with the police department and the park board. Applications should be sent to: Dr. Frederick D. Lewis, Dean, School of Law, University of Kansas City, Kansas City, Missouri.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

May 22, 1963

The Honorable John F. Kennedy
The White House
Washington 25, D. C.

My dear Mr. President:

As you may recall from our meeting with you on August 23, 1961 (please refer to the enclosed pamphlet), we are a professional body concerned with intergroup relations. In our opinion many urban centers in the North, as well as the South, are confronted with the prospect of racial tensions and problems of crisis proportions. Your bold leadership is needed now more than ever before to avert disaster.

We hail your recent courageous statements in the South and your salute to the Negro drive for civil rights as in the "highest traditions of American freedom." It is our conviction that your call to the educated men and women of the South to speak up for law, freedom, and human decency has given heart to your fellow countrymen everywhere.

Likewise, we are in complete accord with your decision to station troops in Alabama. We appreciate your reluctance, as President of all the people, to employ troops in any section of the country. Yet this decision cannot be avoided where local or state officials are incapable of or unwilling to maintain law and order and protect the constitutional rights of all citizens. Nor can it be avoided where they incite to violence and where lawlessness and a state of anarchy prevail. Such decisive action by you at the right time, in this and other situations, will in our judgment prevent violence. There is a need for the appropriate local and state officials to be put on notice that you will take such action whenever necessary.

In addition we respectfully suggest that the following steps should be taken to cope with this crisis:

1. Small groups of religious, business, labor, community and political leaders should be called together to make known the President's determination to correct inequities and to enlist their cooperation in this endeavor.

2. Similarly, conferences should be convened with:

   (a) state governors, to discuss mutual responsibilities in upholding Federal Court decisions and maintaining law and order.

   (b) state attorneys general, to assure the right of all qualified citizens to free access to the ballot box.

   (c) School officials, to accelerate the desegregation of schools.

   (d) business and labor leaders, to insure equal employment opportunity and to deal realistically with the problem of the growing unemployment among Negroes.

   (e) representatives of the housing industry, to end enforced residential segregation and seek the achievement of open occupancy practices.

3. We urge also that all Federal programs be reexamined and redirected to assure the Negro his full rights as an American.

4. The Federal government should take a more active official role in identifying organizations and individuals engaged in subverting Federal court decisions and violating the constitutional rights of Negro citizens.

In preparation for the implementation of these recommendations we respectfully request that you consider convening a meeting of experts in intergroup relations and civil rights to secure their views as to how the steps we have urged you to take may yield the maximum results.

We stand ready to assist you in this time of national emergency.

Respectfully yours,

Edward Rutledge, President
National Association of Intergroup
Relations Officials

Enclosure: NAIRO Report to the President
on "Executive Responsibility in Intergroup Relations"

N —

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AGENDA NAIRO BOARD MEETING

Atlanta, Georgia June 14-15, 1963

This special meeting of NAIRO's Board of Directors and other Leadership was called in Atlanta, Georgia, at this time because of the civil rights and racial crisis in which the nation is engulfed. NAIRO, as the professional association of those persons who serve on the staffs and boards of intergroup relations agencies must give assistance and guidance to the resolution of the problems confronting the field and the nation.

29. THE CIVIL RIGHTS AND RACIAL CRISIS (6:30 Dinner Meeting, Peachtree Manor Hotel)
    A. The Nature of the Crisis: its scope and import.
    B. Re-examination of the Role of the Federal Government in the Crisis.
    C. Re-examination of the Role of State & Municipal Agencies.
    D. Re-examination of the Role of Private Agencies.
    E. Re-examination of the Role of Professionals.

30. Review of Complaint filed by Frank W. Baldau.
    (Special Agenda Item)

31. ROLE OF NAIRO (Saturday Morning, 9:00 AM Meeting, Peachtree Manor Hotel)
    A. Executive Committee Proposal for White House Civil Rights Office.
    B. Re-examination of Role of NAIRO's National Office.
    C. Re-examination of Role of NAIRO's Commissions & Task Forces.
    D. Re-examination of NAIRO's Role in Professional Training.
    E. Possible Participation in the Talent Hunt.

32. NEW PROPOSALS (Saturday Luncheon; Edward Rutledge, NAIRO President & Alexander J. Allen, NAIRO President Elect co-Chairman)
    Leadership of Civil Rights and Civil Liberties agencies and members of NAIRO's Atlanta Chapter participating.
    A. A Proposed Approach to Civil Rights Crisis (statement by Whitney Young) presented by Clarence Coleman.
    B. Call For US Commission on Civil Rights Hearings in Mississippi presented by John Morsell.
    C. Report of NAIRO Proposal For Civil Rights Office in White House.

Special Note: NAIRO Student member, Stephen Rutledge, President of the Student Body at Tougaloo Southern Christian College, Tougaloo, Mississippi and son of NAIRO President Edward Rutledge will be a special guest at the Board Meeting.

(Note: Agenda Items 1-28 were acted upon at previous NAIRO Board Meetings.)

N —

July 17, 1963

Mr. Fred Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Fred:

This is a business letter. So get serious.

A great number of people--more than usual--are wandering through our office looking for jobs in "the field." Most of them are worth considering and might be placed. Routinely, as we've always done, we throw in NAIRO as the "job clearinghouse," whatever else we do. Several report they don't get any response from NAIRO. This is bad.

This ought to be a number one interest of NAIRO--greatly expanded and attended to. Nothing will be a greater service or give NAIRO more reason for existence, especially if the organization actually works to place worthy applicants.

I feel an obligation to encourage SRC to do a part of this if NAIRO doesn't--and that I don't want. We've already got a frame of reference.

Best, ole buddy.

Sincerely,

Paul Anthony
Director of Field Activities

N

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**NAIRO Regional Chairmen*
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****General Counsel*

EXECUTIVE DIRECTOR
FREDERICK B. ROUTH

19 July 63

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, NW
Atlanta 3, Georgia

Dear Paul:

Thanks for your recent business letter. I am somewhat puzzled by the statement made by some job-seekers who have been to SRC that they "don't get any response from NAIRO." It may be that what they mean is NAIRO hasn't found them a job -- or it may mean that we have goofed in not answering their inquiry, though I hope not for we try to respond to every letter.

The expectations of some very good people are somewhat unrealistic in that they consider us a placement center. We do refer the names of persons to agencies, both governmental and private where there are openings; we do announce in our Newsletter all job openings we know about; we do send special memo's to persons in our "live" file when we learn of a job opening that they might be qualified for. But we are in no position to assure anyone that we can find them a job, since we don't do the hiring.

We would not think of it as competitive if SRC also referred people to other agencies for jobs, indeed, we would welcome the effort.

This past year I would guess we have had more than 100 persons seeking jobs or job-changes. We have had a part, how significant is hard to say,

in assisting something like half of them in actually finding a job; in all cases we have provided them with leads, or counselled with them, etc. etc. The hardest person to place, and we get many of these, is the person new to the field. There are few openings at the entry level. NAIRO's internship program used to be helpful in this. Today, only AFSC and NCCJ take in new-comers on a regular basis.

I would estimate that I spend something like 20% of my time on efforts in recruitment, job counselling, answering inquiries about openings, referrals, etc etc.

Well, enough of business. Glad that PT liked his thing...I think they are marvelous. I keep mine on the coffee table; people thinking it a cigarette box, push the lever...after a few drinks this can have quite an effect ! One guy one night practically went into hysterics he laughed so hard. I have yet to find someone who didn't get a kick out of it.

Nate was down for a long weekend, job hunting with the Feds. I was fortunate to have heard of an opening as jr. administrative assistant to a liberal congressman. So I told Nate of it and it looks as if he may get the job. He will have a master's in law at the end of the summer. I have had a steady stream of visitors, a number who were at the Encampment last summer. I have the most slept on couch in Washington !

It's hotter than all get out here...90* and high humidity and we with no air conditioning. We spent yesterday afternoon over at the Flemings taking our work over with us and using one of his spare offices. It was so warm here before we left that I was dripping on the papers I was working with.

Harold was sufficiently well pleased with your Florida speech that he asked me to send it to Doug Cater. Would you please send me several more ? As I said, there are several in the federal establishment I would like to have read it. So send six copies, huh hey ?

Take care old friend.

as ever,

Fred

Frederick B. Routh
Executive Director

FBR/ms

NAIRO

GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSIONERS' COUNCIL ON HUMAN RELATIONS

ROOM 208, DISTRICT BUILDING

WASHINGTON 4, D. C.

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MRS. BURMA A. WHITTED

July 26, 1963

Mr. Paul Anthony, Director
Field Activities
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

The Program Chairman for the 1964 NAIRO Conference, K. C. Jones, has asked me to arrange one of the major program sessions which will deal with the current situation in the South. This will be a sort of report from the South which will emphasize current trends, probabilities, for the future, etc.

This program has been scheduled for the noon luncheon on Saturday, November 23, 1963, during the National Conference, which will be held this year in Cleveland. It is being planned as a symposium with three speakers presenting different perspectives with about 15 minutes each.

I hope that you will agree to appear on this symposium and present a sort of overall analysis of how things are going down there. If the specific time presents a problem, let me know and we will see if some re-scheduling might be possible. Others who are being invited to serve on the symposium are Aaron Henry, State Chairman, NAACP; and Rev. Fred Shuttlesworth, Vice Chairman, Southern Christian Leadership Conference.

Sincerely,

Paul

Paul M. Rilling
Executive Director

PMR/hg

N —

August 1, 1963

Mr. Paul M. Rilling
Executive Director
Commissioners' Council on Human Relations
Room 208 District Building
Washington 4, D. C.

Dear Mr. Rilling:

It will be a pleasure to participate in the 1963 NAIRO conference as outlined in your letter of July 26.

I cannot adequately express my appreciation to you for this invitation.

Sincerely yours,

Paul Anthony
Director of Field Activities

PA:mm

N —

August 14, 1963

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Fred:

You have a new NAIRO member:

Mr. Jim Laue
Department of Sociology
Emory University
Atlanta 22, Georgia.

Have told him would have you bill him for membership and that you would send recent (past 6 months) pertinent journals, publications, newsletters, etc., which NAIRO has produced.

Have also said you would be willing to cancel membership and dues owed in the slight event Jim cannot legitimately call this a "research" expense.

You may thank me with great exuberance later.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

NAIRO

August 22, 1963

Mr. Galen Martin
Kentucky Commission on Human Rights
Capitol Annex Building
Frankfort, Kentucky

Dear Galen:

Unfortunately I have a commitment on the 29th which will make it impossible for me to attend the Washington meeting. But, thanks for asking.

Your first draft is a good one and I think it should remain as is; a document from the committee without footnotes as to some initial sources. The listing of resources is good. Should you add NAIRO, indicating that if in doubt that organization can refer inquiries to the most appropriate agency?

The report holds up well for Southern exposure and shouldn't be toned down for that audience. Nor is it too long. Any person who gets to the point of being serious about reading a document such as this is in need of detailed information and will be, I suspect, willing to read at length.

This is, incidentally, good and proper stuff for NAIRO. Such material is needed, is likely to be more needed in the future, and where better to come from than NAIRO.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Fred Routh

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Wittenstein — ✓
Coleman —
Sekstas — ✓

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

JUNE 19, 1964

MR. PAUL ANTHONY
DIRECTOR OF FIELD ACTIVITIES
SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N.W.
ATLANTA 3, GEORGIA

DEAR J.P.:

MANY THANKS FOR AGREEING TO SERVE AS CHAIRMAN OF THE NAIRO INTERVIEW PANEL FOR INTERN CANDIDATES AND ALSO FOR AGREEING TO RECRUIT FOUR OTHER INTERGROUP PROS TO SERVE WITH YOU.

THE PANEL SHOULD BE REPRESENTATIVE OF GOVERNMENTAL AND PRIVATE AGENCIES; ONES DEALING IN RACE RELATIONS, INTERRELIGIOUS RELATIONS, AND INTERETHNIC RELATIONS; ENFORCEMENT, COMMUNITY RELATIONS, AND EDUCATIONAL PROGRAMS. WE HAVE FOUND IT WISE, TOO, TO HAVE A LADY-PANELIST.

ATTACHED IS A LIST OF CITIES IN WHICH WE WILL HAVE PANELS AND THE DATES ON WHICH THEY WILL MEET. I INTEND TO ATTEND ALL PANEL SESSIONS TO GIVE A MEASURE OF CONTINUITY TO THE PROCESS.

PLEASE DROP ME A NOTE AND LET ME KNOW WHOM YOU HAVE SELECTED TO SERVE WITH YOU ON THE PANEL. WE WILL GIVE ONLY YOUR NAME, PHONE NUMBER, AND ADDRESS TO INTERN CANDIDATES SO THAT THEY MAY CONTACT YOU TO SET A TIME FOR THEIR INTERVIEW. I BELIEVE THAT A HALF HOUR IS SUFFICIENT FOR EACH INTERVIEW. DON'T FORGET TO GIVE US A LUNCH BREAK.

I LOOK FORWARD TO SEEING YOU AND THE OTHERS WHOM YOU HAVE ASKED TO SERVE WITH YOU. I WILL BE IN TOUCH WITH YOU AGAIN AS SOON AS MY ITINERARY IS WORKED-OUT.

ALL GOOD WISHES,

CORDIALLY,

Freddy

FREDERICK B. ROUTH
EXECUTIVE DIRECTOR

FBR/PW

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
ALEXANDER J. ALLEN, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

JULY 1, 1964

MR. PAUL ANTHONY
DIRECTOR OF FIELD ACTIVITIES
SOUTHERN REGIONAL COUNCIL
5 FORSYTH STREET, N.W.
ATLANTA 3, GEORGIA

DEAR PAUL:

HERE'S THE INFO ON THE PANEL PROCEDURES, WHICH I PROMISED.

I AM SENDING ALONG, UNDER SEPARATE COVER THE FOLLOWING:

1. INTERN INTERVIEW FORMS, TO BE USED IN RATING THE CANDIDATES. THEY ARE TO BE GRADED ON A NUMERICAL SCALE OF 1 THROUGH 10, WITH A CONSENSUS OF 7, OR BETTER, REQUIRED FOR CERTIFICATION AS AN "ELIGIBLE". THESE SHEETS SHOULD BE RETAINED AND RETURNED TO US WITH THE LISTS OF CANDIDATES INTERVIEWED AND OF CANDIDATES CERTIFIED.

2. TWO COPIES OF THE MASTER LIST OF CANDIDATES FOR WHOM ATLANTA HAS BEEN DESIGNATED THE INTERVIEW SITE. OF COURSE, YOU WILL NOT BE HEARING FROM ALL THESE PEOPLE; AT THE SAME TIME, YOU WILL PROBABLY HEAR FROM PEOPLE NOT ON THE LIST. THESE WILL BE PEOPLE WITH LATE APPLICATIONS OR WHO HAVE SELECTED A SITE DIFFERENT FROM THE ONE WE DESIGNATED FOR THEM. YOU WILL RECEIVE A COPY OF THEIR APPLICATIONS EITHER FROM US OR DIRECTLY FROM THE APPLICANTS THEMSELVES. ONE COPY OF THE MASTER LIST SHOULD BE RETURNED TO US, AT THE CONCLUSION OF YOUR INTERVIEWS WITH THE ADDITIONAL NAMES OF INTERVIEWEES NOT ORIGINALLY LISTED.

3. ONE COPY OF A COMPLETED APPLICATION FROM EACH PERSON ON THE MASTER LIST-- SO THAT THE PANEL MAY HAVE SOME PRE-KNOWLEDGE OF INTERN CANDIDATES. NO NEED TO RETURN ANY THAT WE SEND YOU, BUT PLEASE SEND US ANY OF PERSONS INTERVIEWED WHO ARE NOT ON THE MASTER LIST.

I AM ENCLOSING A COPY OF THE FORM LETTER SENT TO APPLICANTS LAST WEEK.

GOOD HUNTING,

NATHAN GREENE
INTERN PROGRAM COORDINATOR

NG:NI
USC-1

ATLANTA PANEL

ALLEN, ARCHIE E.

ALLEN, ERNEST

ASKEW, JIMMY LEE

BLACKBURN, ARLENE Carl, Marie S. (Mrs.)

Doctor, Bobby D.

HOLLIMAN, ROBERT OTIS

JORDAN, ROBERT ALVIN

KARP, MARTIN HERBERT

KENON, RUBIN RUSHEN

LAIRD, LOY BERYL

LAIRD, SAM N.

Martin Cobb

MCHUGH, MADELEINE FRANCES

MULLINS, JOSEPH

MURRAY, HUBERT LEWIS

Rogers, Elijah

ROOKS, BELVIE

SERFLING, ANNE H.

THRASHER, MARTHA SUE

UPTON, GEORGE WAYNE JR.

July 6, 1964

Mr. Elijah Rogers
1611 Craven Street
Columbia, South Carolina

Dear Mr. Rogers:

Thank you for your letter of July 5 concerning interviews for prospective interns under the Eleanor Roosevelt Human Rights Program. Interviews will be conducted here in our office (5th Floor, 5 Forsyth St., N.W.) on July 17th. It would be most convenient for us in arranging the interview schedule if you plan to arrive around 3:00 P.M.; although if you arriverearlier in the day we will work you into the schedule. You should be prepared for at least a brief wait here in our office in the latter case.

We are sending your letter and application on to NAIRO; you'll receive further information about the program from them.

We look forward to seeing you on the 17th.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

July 6, 1964

Mr. Bobby D. Doctor
2305 Richland Street
Columbia, South Carolina

Dear Mr. Doctor:

Thank you for your letter of July 5 concerning interviews for prospective interns under the Eleanor Roosevelt Human Rights Program. Interviews will be conducted here in our office (5th Floor, 5 Forsyth St., N.W.) on July 17th. It would be most convenient for us in arranging the interview schedule if you plan to arrive around 3:00 P.M.; although if you arrive earlier in the day we will work you into the schedule. You should be prepared for at least a brief wait here in our office if this is the case.

We are sending your letter and application on to NAIROC you'll receive further information about the program from them.

We look forward to seeing you on the 17th.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

July 8, 1964

Miss Arlene Blackburn
405 Laura Drive
Gainesville, Georgia

Dear Miss Blackburn:

Thank you very much for your letter of July 7 in regard to the interview panel for the NAIRO internship program. Interviews will be held here in our office (5th Floor, 5 Forsyth St., N.W.) on Friday, July 17. We have scheduled your interview for 12:00 Noon.

We look forward to seeing you on the 17th.

Sincerely,

Marie Manderson
Administrative Secretary
Field Activities

405 Laura Dr.
Gainesville, Ga
July 7, 1964

Dear Mr. Anthony:

I understand that the interview panel in Atlanta for the NASA Career Service Board is scheduled for Friday July 17.

My application for the program has already been submitted and now I would like to arrange a time for my appointment.

Would you schedule a time and let me know. Any time will be convenient for me.

Sincerely yours,
Arlene Blackburn

NAIRO

July 2, 1964

Miss Belvie Rooks
Route 1, Box 289
American Beach
Fernandina, Florida

Dear Miss Rooks:

Thank you for your application for the Eleanor Roosevelt Internship Program. Interviews will be conducted in Atlanta, here in our office (5th Floor, 5 Forsyth St., N.W.), on July 17. Plan to arrive between 2:30 and 4:30; we'll work you into our schedule of interviews.

We look forward to meeting you on the 17th.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

cc: Mr. Nathan Green, NAIRO

July 1, 1964

Mr. Robert Alvin Jordan
2211 Baker Terrace, N.W.
Atlanta, Georgia 30318

Dear Mr. Jordan:

Thank you for your letter of June 29. Interviews for the NAIRO Intern program will be held on July 17, here in our office. Please call either Paul Anthony or me, at 522-8764, so that we may set up an hour for your interview.

We look forward to seeing you on the 17th.

Sincerely,

Hange Manderson
Administrative Secretary
Field Activities

2211 Baker Terrace, N.W.
Atlanta, Georgia 30318
June 29, 1964

Dear Sir:

I have received a recent letter from Mr. Nathan Greene concerning the Interview Panel Schedule for the N.A.S.R.O. Institute Program. I have already submitted an application blank. I will be interested in having the interview at your earliest convenience. Thank you very much.

Yours truly,
Robert Alvin Jordan

17th July
here
Call us for an
hour for an appt
on that day.

507 Mobile St.
Hattiesburg, Miss
9 July 1964

Dear Mr. Anthony,

I am working here in Mississippi and I've been re-assigned to you for the N.A.I.R.O. interview on July 17.

As of today, I am

hurriedly making my plans to be in Atlanta on the 17th.

I don't know if you will be able to answer my letter, telling me of my interview time before I leave here on the 16th. I shall try to call your office to confirm a time.

If we don't communicate before the 16th., may I assume that I may have an <u>afternoon</u> <u>interview</u> on July 17?

I am teaching here and I believe I can manage to get away for two days next week. If you cannot have my interview on the after-

noon of the 17th., will you please call me at 2-9993 and tell me when I can be interviewed? (That is the C.O.F.O. office; they'll send the message to me)

Sincerely,

Madeline F McHugh

CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION
TELEGRAM

W. P. MARSHALL, PRESIDENT

SF-1201 (4-60)

SYMBOLS

DL = Day Letter

NL = Night Letter

LT = International Letter Telegram

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination

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PAUL ANTHONY

CSB PANEL INTERVIEW CHAIRMAN, CARE SOUTHERN REGIONAL COUNCIL INC, 5 FORSYTHE ST NORTHWEST ATLA

UNABLE TO MEET WASHINGTON N.A.I.R.O. INTERVIEW ILLNESS OF MOTHER ST AUGUSTINE CAN COME ATLANTA JULY 17TH IF PANEL CONVENIENCE PERMITS PLEASE WIRE RETURN COLLECT RE SCHEDULE

MARIE SMITH CARL 108 EVERGREEN AVE ST AUGUSTINE FLORIDA

N.A.I.R.O. 17TH 108.

either { 12:30 / 5:00 pm

will expect you at either 12:30 PM or 5:00 PM July 17 in our office 5 Forsyth St. N.W. 5th Floor Paul Anthony

July 25, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.,
Atlanta 3, Georgia

Dear Mr. Anthony:

I received your statement which you sent to the American Friends Service Committee Office in Philadelphia. Thank you very much. I am very sorry that I had not considered specific agencies at the time of the interview and could only offer the American Friends Service Committee. Since that time, however, I have been looking around and a project presently underway in Washington dealing with ways of combating the poverty of slum-ridden areas sounded particularly interesting. The name of the project is The Washington Action For Youth (WAY). Again I must apologize for not being able to offer more concrete leads regarding specific agencies.

Please say hello and thanks to all of the wonderful people there, especially Mrs. Russell and Mrs. Long.

Sincerely,

Belvie Rooks

Belvie Rooks

July 29, 1964

Mrs. Belvie Rooks
Route 1, Box 289
American Beach
Fernandina, Florida

Dear Mrs. Rooks:

Don't concern yourself about not knowing more about the specific agencies in this field. There is no reason why you should.

We are passing your name along to several other agencies. I am sure something will work out. If it does not, however, let us know. We will do anything possible to help.

All here send their best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

July 29, 1964

Mr. Al Ulham
c/o Mrs. Ralph Turner
2347 Dora Drive
Clearwater, Florida

Dear Mr. Ulman:

Fred Routh of NAIRO has told us of your interest in working in this field and has spoken highly of you.

We do not at present plan to enter the intern training program this fall. However, we may change our minds about that or may know of other job possibilities within or apart from the intern program. Would you therefore be good enough to send us a brief biographical sketch of yourself and keep us informed of your plans or decisions?

I am sorry I missed you during your trip through Atlanta. SHould you have occasion to go through again please let me know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 7, 1964

Mrs. Belvie Rooks
Route 1, Box 289
American Beach
Fernandina, Florida

Dear Mrs. Rooks:

I have just talked with Frederick Routh of NAIRO about your application with the Washington Urban League. He will try to get in touch with Mr. Hunter to pass on to him my strong recommendation of your application. He will also remind Mr. Hunter that Mr. Coleman of the Urban League was on the interview panel and also had a high regard for you.

Hope this works out.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

NAIRO

CHICAGO CHAPTER

NATIONAL ASSOCIATION of INTERGROUP RELATIONS OFFICIALS

TELEPHONE: FI 6-2000/Ext. 583 · ROOM 1830 · 160 N. LaSALLE · CHICAGO, ILLINOIS 60606

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WAYNE WILLIAMS

Feb. 1, 1965

Dear Paul-

There is some consideration being given a new summary of the southern scene at the next NAIRO conference here in October. I'm on the program committee, and will be suggesting people- would like to see you chair such a thing, for instance, and will make the recommendation. Meanwhile, I'm wondering who you would consider most effective in two categories-

a. A real evaluation of the overall picture on a thoughtful, intellectual level. (Leroy Collins, ??? etc.)

b. a straight from the shoulder and hard hitting in the more emotional direction. (Some of us are already too intellectual and detached.)

In addition to your thoughts on that specific area I'd be receptive to any other thoughts you might have on the coming conference- any subject areas you think ought to be explored, people involved, etc.

Feel free-

Sincerely,

Bill

B Mays

March 1, 1965

Mr. William K. Williams
Chicago Chapter, NAIRO
Room 1830
160 N. LaSalle
CHicago, Illinois

Dear Bill:

Finally, a response to your inquiry.

I guess panels are forever with us but I wonder. If there is such a panel I would hope for: (1) plenty of time for the members to get across some information -- as opposed to emotions; (2) a panel which will reflect the tremendous variety (say between N.C. and Miss.); (3) and a serious evaluation of what the information means for now and the future. A thoughtful and intelligent analysis of all -- as ppposed to marching through Selma -- strikes me as more value to the whole NAIRO membership.

I hesitate to make the suggestion -- for all the reasons from pushing our own to deference to my leader -- but Les Dunbar should be considered if the above objectives have merit. His knowledge of what's happening and his ability to interpret its meaning are unique.

Another unique personsdown here is Dr. Benjamin Mays, President of Morehouse College. He usually isn't thought of in this type thing but he's wise and quite a speaker as well as one of the most respected and beloved people down here. Generally he puts on quite a performance and it's worthwhile.

Leroy Collins I would doubt for your purposes.

You might want also -- as part of a national panel -- a (private agency) Southern representative to discuss the new involvement of the federal government in the South. How effective, how integrated, etc. Certainly, any panel on the South should consider this area if it is not approached nationally. Voting and politics in the new world should have a place too. (Perhaps Wiley Branton for this, if there's a panel.)

I feel these are inadequate responses to your questions but will be happy to follow up with other names when the program and structure

are decided on. And, needless to say, I'll be happy to do anything asked, though I won't be slighted if a Benjamin Mays gets ahead of me.

Best, and come see us.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

The WASHINGTON DAILY News

CITY EDITION WEDNESDAY, MARCH 3, 1965

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Race Relations Experts Needed

Intensive Talent Search Is On

By SHERWOOD ROSS

The nation is faced by a critical shortage of skilled, trained race relations experts.

Federal, municipal and state agencies are conducting an intensive talent search — often fruitless — to find the men and women qualified to help alleviate tensions resulting from the profound changes both in civil rights law and in social attitudes.

According to the U. S. Conference of Mayors, at least 225 of our 589 cities over 30,000 population — about 38 per cent — now have human relations commissions. Forty-one of them are in the South and more are springing up each day — 120 just last year.

INADEQUATE

To fill this need, the output by universities of human relations experts is pitifully inadequate.

Frederick Routh, executive director of the National Association of Intergroup Relations Officials, with headquarters at 2027 Massachusetts av nw, reports that only a half dozen universities today prepare students for this field.

NAIRO, whose initials are not well known to the general public, is to human relations officials what the National Association of Manufacturers is to industry. It plays a key role in helping dissolve racial and religious tensions by establishing standards in intergroup work and acting as a clearing house for race relations experts, activities and general policies.

"The need," says Mr. Routh, "staggers the imagination. Cities will be unable to resist rising tempers and tensions in the summer ahead unless skilled professionals are available to hammer out cooperation between the races."

The Federal Government alone has hired more than 200 intergroup relations personnel in the past three years, and, says Mr. Routh, "we anticipate they will hire 200 more in the next 12 months."

Among booming Federal agencies are the newly-created Community Relations Service, and the U. S. Office of Education. The Justice Department also is adding 50 attorneys and the Equal Employment Opportunity Commission, which opens in July, will need 190 experts, Mr. Routh says.

ENDOWED

NAIRO is endowed by the Field Taconic and Eleanor Roosevelt foundations. In addition, it collects dues from its 1200 members. It has undertaken a crash, stop-gap program to help alleviate the shortage.

Last year, it launched a program to recruit and train 50 professional "interns" for intergroup relations work. With a $137,000 Eleanor Roosevelt Foundation grant, it has sent these people — most of them from colleges — into on-the-job training slots at 37 Federal, state, city and voluntary rights agencies across the country.

"But many more are needed," says Mr. Routh. "Today, only 53 of the 589 municipal community relations agencies have full-time professional staffs and nearly 100 more are staffed by part-time workers."

LEADER

The University of Miami (Fla.), is a leader in training rights experts, offering heavy doses of courses dealing with the problems of Negro, Japanese, Mexican, Indian, Chinese, Jewish, and other minority-group citizens. New York University, Boston University and the Universities of Pennsylvania and Oklahoma have similar curricula.

The South's needs are particularly acute, Mr. Routh believes: "Their people need the direction which only skilled professionals can offer. Most Southerners acknowledge the inevitability of racial change and are prepared to work with it. Privately, most believe the demands of Negro citizens are fair and just. It was the Southern politician who stirred up the rednecks against such change. Now outside counsel is needed to bridge the gap between the segments of countless communities."

Whether such guidance is forthcoming in cities North and South alike will depend on whether our universities and colleges retool their liberal arts studies to assist NAIRO recruit the interns needed to help these communities cut out segregation and discrimination with the least possible shock.

Paul —
Also note author
7.

March 15, 1965

Mr. Frederick B. Routh, Executive Director
NAIRO
2027 Massachusetts Avenue, N.W.
Washington, D. C.

Dear Fred:

K. C. Jones was here on Friday and we tried to be gracious. He responded by suggesting that we consider inviting NAIRO here in 1967. I responded that I didn't think NAIRO would be here in '67. At which point Ruby Hurdy appointed Jake Henderson, Charles Wittenstein and me to a committee to consider what to do.

Therefore, will you promptly send me information on NAIRO conferences. What's involved, how many come, how much manpower and money do the hosts provide, etc.?

Will be in Washington for the Clearing House meeting and will discuss then. But, please send the above before then.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. Jake Henderson
Mr. Charles Wittenstein

NAIRO-

March 23, 1965

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue
Washington, D. C.

Dear Fred:

Thanks for the conference materials. After reading it, I do question that we are in a position to invite NAIRO, but we shall see.

Thanks too for the invitation but best I stay at the conference hotel. I plan to do much running around not connected with the meeting so best I be close part of the time. Do hope to see much of you though.

I don't really believe you and the Nat enjoyed the report. Alas!

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE. N. W. • WASHINGTON 6, D. C. • 387-7050
KENNETH C. JONES, JR., PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

17 March 65

Mr. John Paul Anthony, Jr.
Director of Field Activities
The Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

HAPPY SAINT PADDY'S DAY!!! and many thanks for your letter of March 15th which came in this afternoon's mail. Glad that our national Vice President, Ruby Hurley, had the intestinal fortitude to appoint you, Charlie Wittenstein and Jake Henderson as a committee to consider holding the 1967 NAIRO Conference in Tara. I am sending you materials on holding a NAIRO Conference promptly--namely today !

Also delighted that you will be here for the Clearing House meeting on April 1 and 2; come stay at my place, the welcome mat is out. Plan on staying over Saturday for there is a country place I would like to have you see.

We are short on carbon paper so I won't send a copy of this letter to Charlie and Jake, though you should feel free to share as much of it as you care to with them.

We all enjoyed the quarterly reports you and Al submitted. Wish to hell that all supervisors and Interns had a similar sense of humor.

Warm regards all around.

Cordially,

Fred

FBR/mtf

Frederick B. Routh
Executive Director

The Role of

NAIRO's Conference Arrangements Committee

Prepared by
Fred Routh

Washington, D.C.
July, 1963

NAIRO CONFERENCE ARRANGEMENTS

Host City Responsibilities: The host city committee has always undertaken the following:

(a) All room and meal arrangements with the hotel: room reservations, meeting rooms, banquet, luncheons, exhibit space, conference headquarters.

(b) Exhibits: arranging for display of materials submitted by members or their agencies.

(c) Registration of delegates & manning of conference headquarters.

(d) Conference publicity - before and during Conference: newspapers (local and national), radio, TV, etc.

Omit ~~(e)~~ Recording of sessions: providing a recorder for each session and compiling notes on same. Where money permits, the committee has sometimes published and distributed conference proceedings.

(f) Printing of Conference programs (between one thousand and 1,500 copies, similar to enclosed): distributed by mail and at Conference.

(g) Membership mailings: Congerence information is sent to NAIRO members in three mailings (usually) - initially during the summer, program data in October, and printed program early in November.

(h) Providing such miscellaneous items as (1) badges or name tags, (2) kit envelopes for Conference material - usually 9x12 manila with printed legend, (3) maps of the city, (4) stationery supplies for registration, (5) signs for various meeting rooms, etc.

(i) Outside speakers expenses.

(j) Providing an appropriate chairman for each general session (other than business meetings). This is considered to be a favor (and could be changed if it is not), since it permits the host city to involve some of its local leadership.

(k) Arranging for any local tours or other special events desired.

Finances: Cash value of the above comes to approximately $2,000 minimum, but many can be handled without actual expenditure of funds. Any "profit" is gratefully received by NAIRO as a contribution; the Conference has never shown a loss.

(The above is taken from a memo prepared by John Lassoe, Oct. 6, 1958)

N A I R O C O N F E R E N C E A R R A N G E M E N T S C O M M I T T E E

The NAIRO Conference Arrangements Committee, under the leadership of its Chairman, is responsible for all non-content aspects of the Annual Conference. The Committee is responsible for selecting the Conference Hotel, securing appropriate meeting rooms and auditoria, arranging with the hotel to hold sufficient rooms for conference participants. It is responsible for raising funds locally to print the program, provide a hospitality suite, purchase name tags, etc. for

the conference kit, and publish and distribute conference proceedings. It is responsible for setting up registration proceedures (a $5 per person registration fee goes to national NAIRO). Provision should also be made for those who want to pay their annual dues. The Committee is responsible for arranging the NAIRO Presidents' Reception. It is responsible for arranging publicity before and during the conference. It is responsible for recording, editing, and publishing the minutes of the Conference. Finally, it is responsible for securing the participation of local intergroup relations practitioners and other interested persons in the Conference. Obviously, this calls for a number of sub-committees; while the number and names of these sub-committees have varied from conference to conference, the list below covers all essential functions.

S U B C O M M I T T E E S

STEERING COMMITTEE. The Steering Committee is composed of the chairmen of all other sub-committees and is chaired by the Chairman of the Conference Arrangements Committee. It has over-all responsibility for those activities of all sub-committees.

FINANCE COMMITTEE. This committee, chaired by the Conference Treasurer who is selected by the Conference Arrangments Committee, is responsible for raising the budget (Conference budgets have run $2,000 ~~-$3,000~~); for opening a NAIRO CONFERENCE BANK ACCOUNT in a local bank; for maintaining accurate and adequate financial records; for paying conference bills.

REGISTRATION COMMITTEE. This committee is of great importance for it sets up registration procedures, provides volunteers to register participants, collects their registration fees, collects their costs for scheduled meals, the Presidents' Reception and any miscellaneous charges; a separate desk should also be provided where members may pay their annual dues. Registration procedures include pre-registration activities such as typing in advance name tags, etc. for pre-registered participants, keeping accurate financial records of all payments and of transmittals to the Finance Committee.

CONFERENCE KITS COMMITTEE. This committee is responsible for assembling the Conference Kit which will contain the Program, any special material provided by the Conference Arrangements Committee, the Conference Planning Committee, or the national office of NAIRO. (A number of kits should be assembled with tickets to all meals, receptions, etc. for those participants who purchase the "package" deal. This is particularly easy for those who have pre-registered.)

PHYSICAL ARRANGEMENTS COMMITTEE. This committee is responsible for arranging suitable space for each session of the conference. Its members should go to the Conference Hotel well in advance of the Conference to check-out the adequacy of space chosen for each session, including "meal" sessions. This committee should also negotiate with the hotel management regarding reservations for conference participants. If the Presidents' Reception is to be held elsewhere than at the Conference Hotel the same responsibilities hold for that site. It should also provide appropriate signs - giving directions, etc.

PUBLICITY COMMITTEE. This committee is responsible for contacting the mass media: daily, weekly, and special interest papers, radio and television outlets, and the wire services. This should be done well prior to the Conference so that the mass media personnel know about the conference and give it coverage both before and during the conference. Press interviews, TV and radio interviews should be arranged for national and local officers and for any big-name speakers, during the conference.

PROMOTION COMMITTEE. This committee is responsible for promoting the Conference among all NAIRO members nationally and also among intergroupers and other interested persons in the local area from such groups as labor unions, business and industrial associations, school systems, police departments, welfare departments, etc., etc. Information should be sent all members as to what airlines and railroads serve the Conference City - and the best means of getting from the airport or RR depot to the Conference Hotel. This committee must work closely with the Publicity Committee.

HOSPITALITY COMMITTEE. This committee is responsible for setting up and maintaining the hospitality suite; for arranging coffee during registration; for arranging the Presidents' Reception; this committee may also arrange for tours of places of special interest.

Omit

CONFERENCE REPORT COMMITTEE. This committee is responsible for providing recorders for all sessions, compiling all reports, and issuing Conference Proceedings, hopefully in January following the conference.

PROGRAM PRINTING COMMITTEE. This committee, after receiving an outline of the Conference Program from the Program Planning Committee, is responsible for having it printed in attractive and useful form. Conference Programs from previous Conferences show the various forms which have been used.

BANQUET & MEALS COMMITTEE. This committee is responsible for planning all menues for scheduled meal sessions, for floral arrangements for tables, and for the Banquet menu. (Occassionally this has been done by the Physical Arrangements Committee, occasionally by the Hospitality Committee - if it is not to be a separate committee, experience indicates it should be done by the Physical Arrangements Committee.) Friday is fish day for many - other dietary restrictions should also be kept in mind.

EXHIBITS AND DISPLAYS COMMITTEE. This committee is responsible for arranging suitable space for exhibits and displays of intergroup relations agencies, book publishers, etc., etc. (This work is occasionally done by the Physical Arrangements Committee.)

NOTE: Local distributors of national products are often willing to provide free liquor for the hospitality suite and/or the Presidents' Reception; coffee and breakfast cakes for the coffee prior to and during first day registration; souvenirs for participants, etc., etc. Chambers of Commerce and/or Convention Bureaus often provide literature, city maps, and mementos.

mm - please return last page in attached envelope

NAIRO —

1965 NAIRO
NOMINATING COMMITTEE

FRANK W. BALDAU
CHAIRMAN

9 June 1965

Dear Nominee,

As the foregoing salutation indicates, the Nominating Committee (approximately twenty of us) asks your consent to be a nominee for the office of Board Member.

To refresh your knowledge of NAIRO elections, the committee is charged with the duty of nominating members in good standing for the following offices:

President-elect
Vice-President (2)
Treasurer
Secretary
Board Members (6)

Following election by the membership, terms of office begin at the close of the annual meeting. This year, as you know, we convene in Chicago, October 19-21.

Officers serve one year terms; board members, three year terms.

The members of the Nominating Committee urge your consent to be nominated because we believe in your interest in an effective organization and your concern for its service to the critical area of civil rights and intergroup relations.

For several years, the members of NAIRO have urged that the nominees consist of a number sufficient to offer choices. With a few exceptions, therefore, multiple nominations are being made. Obviously, in following this practice some nominees will be elected and others will not be. We are fortunate in the large number of members who are able to discharge the duties of office.

If you consent to nomination, I know of no bar to the organization of a "campaign!" I'm sure that the NAIRO office would furnish a list of members - but what the charge would be for this service, I wouldn't know. It's never been tried!

The Nominating Committee will mail a ballot to all members sufficiently in advance of the Chicago meeting in order to assure all a chance to vote.

As an aid to voting, therefore, will you promptly return the enclosed memorandum. In addition to your consent (if you decline, please return it so we know this, as well), fill in the details requested. You are invited to add whatever you wish. We cannot guarantee inclusion of a "platform" but if brief, we'll try!

Since we all know NAIRO's economy needs (nay, demands!) frugality, the enclosed envelop requires a stamp. Because of my imminent departure from Dayton to New York, I have no present firm address. The enclosed envelop will be held in safe-keeping and unopened until our national office knows where to send it to me.

The above, incidentally, illustrates that intergroup relations and civil rights is a "growing industry." Where one is today may change by tomorrow!

Thank you for your cooperation.

Cordially,

Frank W. Baldau

FRANK W. BALDAU

Enclosures (2)

You may find it helpful to have the following list of board members and the number of years their current terms still run after October 1965:

3 years (as past president)

K. C. Jones
Labor Relations Division
Atomic Energy Commission
Washington 25, D C

2 years

Clarence Coleman
National Urban League
Regional Office
Atlanta, Georgia

Lloyd Davis
Redevelopment Agency
New Haven, Conn.

Irving Goldaber
Commission on Human Rights
New York City

Phillip Hayaska
Human Rights Commission
Seattle, Washington

Alexander J. Allen
New York Urban League
New York City

George Schermer
Philadelphia, Pa.

A. Maceo Smith
FHA
Dallas, Texas

1 year

John A. Buggs
Human Relations Commission
Los Angeles, California

Leslie Dunbar
Southern Regional Council
Atlanta, Georgia

John McKnight
U. S. Army EEO
Chicago, Illinois

Joseph Robison
American Jewish Congress
New York City

Edward Rutledge
NCAOH
New York City

Donald Slaiman
AFL-CIO
Washington, D C

Wyatt T. Walker
SCLC
New York City

NAIRO

AMERICAN TEAMWORK WORKS

National Urban League, Inc.

Southern Regional Office
250 AUBURN AVENUE, N.E., ATLANTA, GEORGIA 30303 • AREA CODE 404 – 688-8778

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Senior Vice-President
MALCOLM ANDRESEN

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Martin E. Segal
Louis Simon
Mrs. Arthur Ochs Sulzberger
William O. Walker
Leonard Woodcock
Frank H. Wyman
Clayton R. Yates
Dwight R. Zook

Arthur Q. Funn
Legal Counsel

June 23, 1965

Dear Mr. Anthony:

As a member of the Special Committee appointed by the Chapter president during our June 15 meeting, I am providing you with a copy of Coleman's SUGGESTED PROGRAM EMPHASES FOR ATLANTA CHAPTER to be studied by you individually and as a group for proper consideration and final recommendation to the Chapter.

Since Mr. Coleman added significantly to the documentation included in this letter, I am providing this to you so that you may make additional notes or comments before it gets "cold."

Mr. Sherm Harris will call a meeting of this Special Committee of which you are a part in the very near future. I hope that you will find it possible to attend as our future NAIRO programming rests in any decisions you make.

Yours very truly,

Ken

K. B. M. Crooks, Jr.
Secretary, Atlanta Chapter NAIRO

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

KBMC:jd

Enclosure

MEMORANDUM

June 15, 1965

To: Atlanta Chapter - NAIRO

From: Clarence D. Coleman

Re: SUGGESTED PROGRAM EMPHASES FOR ATLANTA CHAPTER

: : :

I. Community Seminars

It is suggested that NAIRO sponsor a series of conferences dealing with problems in intergroup relations in Satellite communities, with special emphases on the following:

A. College Park
B. Hapeville
C. Marietta
D. East Point
E. Forest Park
F. Decatur
G. Tucker, Georgia, etc.

II. Influencing Public Policy

It is suggested that the Atlanta Chapter assume responsibility for setting up a series of confrontations with State and County Officials in an effort to influence public policy, especially as it relates to broad based membership on all policy-making Boards and Committees.

III. Establishment of Machinery for Broader Based Personal Involvement in Inter-personal Relationships

It is suggested that members of NAIRO consider ways and means of improving the relationship between members themselves and between members and others on an individual, family, church and social basis, as a beginning point in moving toward a Democratic based society.

IV. Utilization of the News Media As a Means of Educating Atlanta's Public

It is suggested that the Atlanta Chapter of NAIRO establish a program designed to influence policy makers of newspapers, radio and television in an effort to interpret and implement Federal public policy, as it relates to intergroup relations.

NAIRO

file

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PA

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

Thank for
GS

December 11, 1965

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Ga.

Dear Paul:

CR. 12-21-65 nh

Please find enclosed a check in the amount of $1,250. This check represents your second quarterly installment of the stipend grant for your Eleanor Roosevelt Interns.

The second quarterly reports will be due by February 15th. Outlines for these reports will be sent to their respective offices next month.

Cordially,

Nate

Nathan Greene
Intern Program Consultant

NG/mg

Encl:

P.S. If you haven't yet heard the news from FBR, Selective Service has agreed to appeal Brad's classification to the Natl. Appeal Board. Additionally, my "sources" tell me, there is further reason for being hopeful.

310 - Intern Program

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

INVITES Y O U TO THE FIRST CONFERENCE

OF THE SOUTH-CENTRAL NAIRO REGION

THEME: L O O K I N G A H E A D W I T H T H E S O U T H

OBJECTIVES: to move ahead in intergroup relations with more know-how, greater faith, incisive knowledge, clearer insights, and understanding support.

SPEAKERS:

MARION A. WRIGHT, Linville Falls, N.C., Member of North Carolina Advisory Committee on Civil Rights, native of South Carolina.

C. VANN WOODWARD, Department of History of Johns Hopkins University, author of Strange Career of Jim Crow, native of Arkansas.

THOMAS PETTIGREW, Social Psychology Professor at Harvard University, author of Christians in Racial Crisis, native Virginian.

*OTHER RESOURCE PERSONS:

JOHN LASSOE, Executive Secretary of NAIRO

LESLIE DUNBAR, Director of Southern Regional Council

JOHN FEILDS, Assistant to U.S. Senator Phillip A. Hart, recent president of NAIRO, native of Little Rock.

HERMAN LONG, Director, Interracial Institute of Fisk University.

MATHEW AHMANN, Secretary of Catholic Conference for Interracial Justice

TOPICS: "Non-Economic Barriers to Southern Economic Progress"

"Role of Southern Local Leaders"

"Role of Southern Negroes Ahead"

"Role of the Federal Administration in Southern Progress"

"Strengthening Intergroup Relations Agencies in the Region"

PARTICIPANTS: NAIRO members; natural associates of NAIRO, such as university professors and intergroup relations workers in religious agencies; concerned citizens.

PLACE: Aldersgate Camp, a well equipped, year-round camp, seven miles west of Little Rock.

WHEN: Thursday, June 1 (10 a.m.) through Friday, June 2.

COST: Details later -- but modest, indeed!

MORE: Details as to program, cost, registration, travel routes will follow soon.

NOW IS THE TIME TO MARK YOUR CALENDAR - - - FIRMLY.

*Some final confirmations still pending.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

SCHEDULE FOR NAIRO INTERVIEW PANELS FOR INTERN CANDIDATES

JULY 6-7-8-9: NEW YORK CITY

JULY 10: SAN FRANCISCO

JULY 13: LOS ANGELES

JULY 15: CHICAGO

JULY 16: WASHINGTON

JULY 17: ATLANTA

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

INTERVIEW PANEL SCHEDULE

(THE PANEL TO WHICH YOU HAVE BEEN ASSIGNED IS INDICATED BY A RED CHECK MARK)

ATLANTA: JULY 17
MR. PAUL ANTHONY
C.S.B. PANEL INTERVIEW CHAIRMAN
c/o SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTHE STREET, N.W.
ATLANTA 3, GEORGIA

CHICAGO: JULY 15
MR. HAL FREEMAN
C.S.B. INTERVIEW PANEL CHAIRMAN
c/o CHICAGO COMMISSION ON HUMAN RELATIONS
211 WEST WACKER DR., ROOM 1310
CHICAGO 6, ILLINOIS

LOS ANGELES: JULY 13
MR. JOHN A. BUGGS
C.S.B. INTERVIEW PANEL CHAIRMAN
c/o LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS
320 WEST TEMPLE STREET, ROOM 1184
LOS ANGELES 12, CALIFORNIA

NEW YORK CITY: JULY 6, 7, 8, 9
MR. WILLIAM R. VALENTINE, JR.
C.S.B. INTERVIEW PANEL CHAIRMAN
c/o NEW YORK CITY HOUSING AUTHORITY
299 BROADWAY, NEW YORK CITY 7

SAN FRANCISCO: JULY 10
MR. EDWARD HOWDEN
C.S.B. INTERVIEW PANEL CHAIRMAN
c/o FAIR EMPLOYMENT PRACTICES
P.O. BOX 603
SAN FRANCISCO 1, CALIFORNIA

WASHINGTON, D.C.: JULY 16
MR. ROBERT GREENE
C.S.B. INTERVIEW PANEL CHAIRMAN
INTERGROUP RELATIONS ADVISOR
URBAN RENEWAL ADMINISTRATION
LAFAYETTE BUILDING, 811 VERMONT AVENUE
ROOM 663, WASHINGTON, D.C.
PHONE: 382-3414

N. A. I. R. O.

SOUTHEASTERN REGION:

North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi

Bob Hughes

Miss Nancy C. Hovarter
Box 357
Edgewater, Fla.

The Rev. John B. Morris

Mrs. Ruby Hurley N.A.A.C.P.
859½ Hunter St., N.W.

Mr. H. Daniel Lang
Miami Urban League
395 N. W. First St.
Miami 36, Fla.

Mr. Haskell L. Lazere, Regional Dir.
American Jewish Congress
111 N. E. 2nd Ave.
Miami

Mrs. Charles Leeds
611 N. E. 30th Terrace
Miami 37, Fla.

Mr. James T. McCain
317 W. Barlette St.
Sumter, S. C.

Mr. Seymour Samet
American Jewish Committee
1208 Congress Bldg.
Miami 32, Fla.

Mr. Courtney Siceloff

Paul Rilling

Alice Spearman

Bill Williams

Mr. Charles Wittenstein
American Jewish Committee
41 Exchange Place, S. E.
Atlanta 6

Mrs. Harry Abrahamson
Route 5
Burnsville, N. C.

Miss Dora Lee Allen
308-D Ashland Drive
Greensboro, N. C.

Mr. William Bagwell
A.F.S.C.
Box 1307
High Point, N.C.

Mr. Warren Cochrane, Secy.
Butler Street Y.M.C.A.
22 Butler St., N.W.
Atlanta, Ga.

The Rev. W. C. Cowart

Connie Curry

Dr. Dean George Epley, Chairman
Dept. of Human Relations
University of Miami
Coral Gables 46, Fla.

Mr. Harold Fleming

ATLANTA PANEL

ALLEN, ARCHIE E.

ALLEN, ERNEST

ASKEW, JIMMY LEE

BLACKBURN, ARLENE Carl, Marie S. (Mrs.)
Doctor, Bobby D.
HOLLIMAN, ROBERT OTIS

JORDAN, ROBERT ALVIN

KARP, MARTIN HERBERT

KENON, RUBIN RUSHEN

LAIRD, LOY BERYL

LAIRD, SAM N.

McHUGH, MADELEINE FRANCES

MULLINS, JOSEPH

MURRAY, HUBERT LEWIS
Rogers, Elijah
ROOKS, BELVIE

SERFLING, ANNE H.

THRASHER, MARTHA SUE

UPTON, GEORGE WAYNE JR.

NAIRO - Atl Chapter

BY-LAWS

of the

GREATER ATLANTA METROPOLITAN AREA CHAPTER

(Fulton, DeKalb, Cobb, Clayton and Gwinnett Counties)

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

ARTICLE I. NAME

The name of this organization shall be the Greater Atlanta Metropolitan Area Chapter, National Association of Intergroup Relations Officials.

ARTICLE II. PURPOSE

The purpose of the Greater Atlanta Metropolitan Area Chapter, National Association of Intergroup Relations Officials shall be:

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;

2. To facilitate the exchange of knowledge, experience and research among governmental agencies and private organizations dealing with racial, religious, ethnic and cultural relations;

3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ARTICLE III. ELECTIONS

The membership of the Chapter shall determine policies of the organization and shall elect annually in the fall and prior to the annual national conference of the Association (NAIRO), a Chairman, Vice Chairman and Secretary. Names and addresses of the Chapter's officers for the coming year along with a summary of its activities for the preceding year, shall be forwarded to the National Office of the Association (NAIRO) 30 days in advance of the Annual National Conference of the Association (NAIRO).

ARTICLE IV, MEMBERSHIP

1. Membership in the Chapter shall be of three classes:

   a. Active: Any person primarily engaged in intergroup relations: in a professional staff capacity, whether salaried or voluntary; as a recognized authority; as a member of the governing body of any agency or commission, or otherwise substantially engaged in the intergroup relations work of an agency or commission related to this field.

   b. Associate: Any person subscribing to the basic objectives and program of the Association.

   c. Student: Any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations.

2. Stipulations: (1) A member of national NAIRO shall automatically become a member of this Chapter.

   (2) Associate and student members of NAIRO may participate fully as members of this Chapter but may not vote or hold office.

   (3) Non-members of NAIRO may participate in the activities of this chapter but may not belong, vote or hold office.

ARTICLE V, DUTIES AND PRIVILEGES OF MEMBERSHIP

1. In accordance with the policy of national NAIRO, this Chapter may not levy dues, fees, assessments or fines upon its members, except by written permission of the Board of Directors of National NAIRO.

2. Each Active member shall be entitled to: vote at any membership meeting; hold office; participate in conferences; serve, by appointment, on committees; receive all regular and special informational services and utilize such other special services as may be rendered from time to time.

3. Each Associate member shall be entitled to: participate in conferences; serve, by appointment, on committees; and receive all regular informational services of the Chapter.

4. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Chapter.

ARTICLE VI, OFFICERS

1. The officers of this Chapter shall be a Chairman, Vice Chairman and Secretary. The Chairman, Vice Chairman and Secretary shall take office as soon as elected and shall serve until their successors are chosen. Elections shall take place annually in the fall and prior to the annual national conference of National NAIRO.

2. The Chairman shall be the principal officer of the Chapter and shall in general supervise and control all of the business and affairs of the Chapter. He shall preside at all meetings of the Chapter. He may sign, with the Secretary or any other proper officer of the association, any contracts or other instruments which the Executive Committee has authorized to be executed, except in cases where the signing and execution thereof is in violation of National NAIRO policy. The Chairman in general shall perform all duties incident to his office and such other duties as may be assigned by the Executive Committee or membership from time to time.

3. The Vice Chairman shall in the absence of the Chairman or in the event of his inability or refusal to act, perform the duties of the Chairman, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chairman. The Vice Chairman shall perform other duties from time to time, which may be assigned to him by the Chairman, Executive Committee or membership.

4. The Secretary shall keep the minutes of the meetings of the members and of the Executive Committee; see that all notices are duly given in accordance with the provisions of these by-laws or as required by law; be custodian of records of the Chapter; keep a register of the post office address of each member which shall be furnished to the Secretary by such member; and in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him by the Chairman or by the Executive Committee or the membership.

5. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Executive Committee for the unexpired portion of the term.

ARTICLE VII, EXECUTIVE COMMITTEE

1. The affairs of the Chapter shall be managed by an Executive Committee which shall consist of not more than 5 members, and not less than 3.

The Chairman, Vice Chairman and Secretary of the Chapter shall automatically be members of the Executive Committee. Up to 2 additional members of the Executive Committee shall be elected by the Membership at the time of the election of a Chairman, Vice Chairman and Secretary. Members of the National Board of National NAIRO shall automatically become ex-officio members of the Chapter's Executive Committee but shall be without the right of vote. Members of the National NAIRO Board are not prohibited by the stipulation herein from seeking office in the Chapter or voting membership on its Executive Committee.

2. The terms of office of the Executive Committee shall be one year. Members may succeed themselves in office.

3. Vacancies on the Executive Committee shall be filled by appointment of the Chairman, for the unexpired portion of the term.

4. The Executive Committee shall have the right to call special meetings of the Chapter. Notice of any special meetings, shall be given at least five (5) days previously thereto by written notice delivered personally or sent by mail or telegram to each member of the chapter at his address as shown by the records of the organization. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope; such notice shall be deemed to be delivered when the telegram is delivered to the telegraph company.

5. A majority of the members of the Executive Committee shall constitute a quorum.

6. The Executive Committee shall elect by secret ballot at its first duly scheduled meeting, a Chairman, who thereafter shall preside at all such meetings and further shall in accordance with the authorization of the Executive Committee, perform any such other duties as may be desired.

ARTICLE IX, COMMITTEES

1. Permanent committees shall be appointed at the discretion of the executive committee.

2. Persons not members of the Chapter may be appointed to serve on the Program Committee and/or special committees so designated by the Executive Committee.

3. Each member of a Committee shall continue as such until his successor has been appointed, unless the committee shall be terminated, or unless removed by such appointing authority which in each case shall have the power of removal, whenever in his or its opinion the best interest of

the Chapter is thereby served. Vacancies in any Committee shall be filled in the same manner provided for the original appointments.

4. a. Unless otherwise provided in the resolution of the Executive Committee designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

b. Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the Executive Committee.

ARTICLE X, MEETINGS OF MEMBERS

1. The Chapter shall hold an annual "election" meeting thirty days prior to the annual national conference of the National NAIRO. The Chapter shall hold such other meetings as may be necessary to conduct the affairs of the organization, the time and place to be fixed by the Executive Committee.

2. Special meetings of the membership may also be called either by the Chairman or the Executive Committee.

3. Written or printed notice stating place, day and hour of any meeting of the membership shall be delivered, either personally or by mail, to each member entitled to vote at such meeting, not less than five nor more than forty days before the date of such meeting, by or at the direction of the Chairman, or the Secretary, or the officers or authorized persons calling the meeting. In case of a special meeting or when required by statute or by these by-laws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of a meeting shall be deemed delivered when deposited in the United States mail addressed to the member at his address as it appears on the records of the Chapter, with postage thereon prepaid.

4. Any action required to be taken at a meeting of the members of the Chapter, or any action which may be taken at a meeting of members may be taken, without a meeting, if a consent in writing, setting forth the action so taken, shall be signed by all of the members entitled to vote with respect to the subject matter thereof.

5. 5 chapter members shall constitute a quorum.

6. The Executive Committee may authorize the election of officers and members of that Committee (Executive Committee) to be conducted by mail.

ARTICLE XI, CONTRACTS, CHECKS, DEPOSITS AND FUNDS

1. The Executive Committee may authorize an officer or officers, agent or agents of the Chapter, in addition to the officers so authorized by these by-laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Chapter and such authority may be general or confined to specific instances.

2. In accordance with policy of National NAIRO, this Chapter may levy dues, fees, assessments or fines upon its members, only with the written permission of the Board of Directors of National NAIRO. Any proposed system of dues, fees or other assessments or fines upon members of the Chapter, must meet with the approval of a majority of the membership of the Chapter. Following such approval from the majority of the Chapter's membership, the Executive committee may petition the National Board of NAIRO for permission to levy a system of dues, fees, assessments, fines etc., as may have been approved by a majority of the Chapter membership.

3. The Executive Committee may accept on behalf of the Chapter any contribution, gift, bequest or device for the general purposes or for any special purpose of the Chapter.

ARTICLE XII, BOOKS AND REPORTS

The Chapter shall keep correct and complete books and records of the minutes of the proceedings of its members, Executive Committee and committees having any of the authority of the Executive Committee and shall keep at the registered or principal office of the Chapter or other place so designated by the Executive Committee, a record giving the names and addresses of the members entitled to vote. All books and records of the Chapter may be inspected by any member, or his agent or attorney, for any proper purpose at any reasonable time.

The Chapter shall file with National NAIRO 30 days in advance of the Association's annual conference an Activity report of its activities for the preceding year and a list by name and address of its officers for the coming year.

ARTICLE XIII, NATIONAL NAIRO POLICY

1. Pending development of national NAIRO policy and procedure on agency staff appointments and dismissals, this Chapter under no circumstances, shall issue public statements regarding same.

2. No awards or citations may be given by this Chapter, without the permission of the National Board of Directors, National Association of Intergroup Relations Officials.

3. The initial application for a Charter submitted by this Chapter to the National Board of Directors of NAIRO, shall contain the names of at least five (5) NAIRO members in good standing, who shall be considered Charter members of the Chapter, making the application. Along with a copy of these by-laws, the Chapter shall provide the National Board of NAIRO with a definition of the exact geographic area to be covered by the Chapter. Determination of the Chapter's exact geographic area shall rest with the Executive Committee, if not otherwise incorporated in these By-Laws of the Chapter.

4. This local chapter shall not engage in any activity which may be construed as carrying on propaganda, or otherwise attempting, to influence legislation; nor shall any local chapter participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office; nor act in any manner contrary to the by-laws or policies of the National Association of Intergroup Relations Officials.

ARTICLE XVI. AMENDMENTS

1. These by-laws may be amended by a majority vote of the Chapter members at the annual "election" meeting, thirty days (30) prior to the national annual conference of the Association (NAIRO). Written notice of any proposed amendments shall be submitted to the membership at least 30 days in advance of the meeting; including either the verbatim proposal, or a fair digest which is sufficient to clearly indicate the contents of such proposal.

2. These by-laws may be amended by a majority vote of the National Board of the National Association of Intergroup Relations Officials.

Mr. Leslie W. Dunbar
So. Regional Council
5 Forsyth St., N. W.
Atlanta, Ga. M

Mr. Joseph Gross
1196 Converse Drive, N. E.
Atlanta 5, Ga. M

Ex 5402

Mrs. Ruby Hurley
N. A. A. C. P.
859½ Hunter St., N. W.
Atlanta 14, Ga. M

MU. 8-8868

Tied up.

The Reverand John B. Morris
ESCRU
5 Forsyth St., N. W.
Atlanta 3, Ga. M

525-7975

Bob Thompson
Wyatt Walker
Theo Mitchell

out of city

The Rev. W. C. Cowart
Executive Director
Georgia Council on Human Relations
63 Auburn Ave., N. E.
Atlanta, Ga. M

1840 Hillsdale Drive
Decatur, Ga

BU. 9-1575

TR 6-3311

Mr. Hubert M. Jackson
723 Waterford Road, N. W.
Atlanta 18, Ga.
M

Sy 4-6129

Mon
12:30
F S

Ex 5273

Mr. Paul M. Rilling
Southern Regional Council
5 Forsyth St., N. W.
Atlanta 3, Ga. M

Paul, Fred suggests, and I concur that you should praticipate in this Committee. If it is still possible would you please attend this meeting. I tried to call you today (Tuesday) but you were out. Galen

NAIRO

Reminder: The Special NAIRO Committee on local human relations committees will meet Thursday August 29, at the Potomac Institute, 1501 Eighteenth Street, Washington 6, D. C. beginning at 9:00 a.m. and concluding by 5:00 p.m.

TO: Members of the Special NAIRO Committee on Local Human Relations Committees

FROM: Galen Martin, Kentucky Commission on Human Rights, Capitol Annex Bldg., Frankfort, Kentucky

SUBJECT: Draft report on local human relations committees

1. I enclose a copy of a first draft report on experience with local human relations committees. Please consider this as a beginning for purposes of discussion, obtaining comments, additions, corrections, and more examples of successful committees. It was suggested that we begin this way since we were unable to hold the Committee meeting in July. When we meet, we can proceed at the pleasure of the Committee to discard this draft or to use it as a basis for preparing what the Committee feels will carry out the request from the June NAIRO Board meeting.

2. You will recall that our purpose is to develop a publication designed to assist communities desiring to create a human relations committee. It is intended that this draft would be shaped to help Southern cities and Northern cities with little or no experience with intergroup relations committees. NAIRO undertakes this report partially in response to the appeal of President Kennedy for the creation of local human relations committees, and it places main emphasis on groups related to government.

3. All suggestions will be gratefully received. Many changes could easily be included. We need many more suggestions of specific cities as examples to illustrate certain points. The order of topics could be revised, and the questions could be rephrased as section titles. The term "human relations committee" was used for consistency and because President Kennedy used it, but we could make alternative use of "human rights commission" or just explain this in a footnote.

You can easily detect what I borrowed from SRC. We can still add footnotes. We have suggested that people stay at the DuPont Plaza if they want to.

INTRODUCTION

One of the by-products of the national crisis over discrimination has been the creating of a growing number of local human relations committees. President Kennedy called for the formation of such groups in his civil rights message. Many Governors have urged the mayors of their cities to create such committees. More than two hundred (? ?) local committees have been established throughout the country.

Many communities have formed a committee because they were presented with a clear choice of trying to have adjustments worked out on the street-corner with the possibility of disturbance of the peace, or of creating an institution in the community with the task of dealing with them. These adjustments have to be made regardless of the preferences of some people. Such a committee provides a place where persons can take their grievances to be dealth with in the democratic framework. A person with a grievance who has no place to take it tends to build up resentment and this increases the probability that if it cannot be resolved in the democratic framework he will resort to other methods. While human relations committees may not be as extensively established as other types of grievance procedure in our society, the idea is not in the least novel. Their usefulness has been proven in numerous instances, particularly in the areas of communication and understanding.

Some years ago an official intergroup relations agency of the State of Florida urged the formation of local committees and said, "Simply put, which way is better for change to come?

1. By economic boycott, wade-ins, demonstrations, and race clashes?

OR

2. By responsible leaders who have studied the problem over a period of time; who have examined all points of view as well as the facts; who have the respect of the great majority of their community; and, who can arrive at the most satisfactory recommendations?"

1. What should be the purpose for a local human relations committee?

Even in the most difficult communities, the committee should be able to agree on a purpose including the promotion of good will and keeping lines of communication open between all segments of the community. The purposes should include efforts to deal with trouble spots before they grow out of proportion.

A local human relations committee should have a clearly understood policy which expresses the idea that the committee will work to obtain fair treatment for all citizens in the community and to discourage discrimination on the basis of race, creed or color against any citizen. The purpose should be broader than any one issue, however, pressing that issue might seem to be when the committee is created.

Sometimes local committees begin their work in a mediating capacity. Experience has shown that this should not be considered the basic purpose of the human relations committee, although it should be able to perform that function when requested. To confine its work to mediating disputes which other groups have been unable to solve, limits it to a posture of dealing with problems after they have become very serious. An alert human relations committee should seek out the intergroup relations problems of the community and provide leadership to deal with them before they become more difficult to solve. A committee limited to mediating has already missed the most significant role which such local groups should play that of providing leadership. A representative committee which recognizes its leadership responsibility should be able to assist in the process of choosing areas where progress can be made with least difficulty. Committee members are likely to have personal contacts throughout the community which will prove very helpful in finding the "soft spots" where progress is most feasible. If the committee denies its leadership role and merely reacts to the directions provided by other groups, it may often find itself mediating where it can be of least usefulness.

Examples of Purposes for Local Groups

A group in a smaller community adopted the following as their basic purposes:

1. To increase the awareness on the part of all citizens, particularly the opinion molders and decision makers, that democracy is indivisible; when the rights of some are denied, the rights of all are jeopardized.
2. To goad the conscience of our people into realizing that there is yet much to be done before our practices approach our ideals; we must develop workable programs to close the gap.
3. To distinguish between the ordinary conflicts and tensions which almost inevitably accompany social change, and destructive human conflict--directing the former into creative and constructive experience, and ameliorating the latter.
4. To assist minority group leadership and membership in partaking, ever more fully, of the benefits and responsibilities of first class citizenship--including those now available but not yet made full use of.

A group in a larger city adopted these seven elements for its basic purposes:

1. To foster good racial relations in the community.
2. To define the issues involved in terms of the total community and to cultivate an awareness of the serious damage to the community as a whole that results from racial discrimination, disagreement, and disturbances.
3. To study the various procedures for orderly integration, both voluntary and legislative, and to make such recommendations from time to time to the mayor, aldermen of the city, and other appropriate groups that will, in our judgment, provide a systematic, orderly, and desirable method of dealing with the problems of human rights at the public level.
4. To initiate and facilitate discussions and negotiations between individuals and groups involving human rights.
5. To serve as a clearinghouse for information and research on community problems involving human rights.

6. To give publicity to the experience with integration of individuals, businesses and communities in order that communities may realize the progress that is being made, to allay fears and uncertainties, and to help everyone profit from the experience of others.

7. To serve as a liaison with the State Commission on Human Rights.

2. How should local committees be created?

Formation of a committee with the clearest and strongest official sanction seems to be warranted. Many of the best committees have been created by permanent city ordinance. This leaves no doubt of their official legal status and helps to establish in the public mind the policy of city government to support the purposes of the committee. This recognition of the responsibility of government to protect the rights of all its citizens can be one of the most significant factors bringing about fair treatment for all citizens. Establishment of the committe by ordinance would also place the problem of discrimination on a plane parallel to many other operations of city government.

Several alternative methods of indicating governmental support for improved human relations might be utilized in the absence of an ordinance-created committee. In some cities statutes give the same effect to a resolution adopted by the city council or other governing body. Many groups have been formed by simple motion adopted by the governing group.

In numerous communities the mayor has acted on his own responsibility to form a local human relations committee. Such groups have made a significant contribution in most sections of the country. In many towns the absence or presence of the mayor's leadership will make the difference between an effective or an unsuccessful human relations committee. Certainly the city's executive leadership needs to be involved if a local committee is to carry out its obligations.

There may be local situations in which the most effective committee would be one formed by the Chamber of Commerce or the Ministerial Association, rather than by the city governme

Provided it obtained, through the stature of its members, recognition of a leadership role its effectiveness could be as great.

The individual membership type of human relations council provides another organizational plan which has proven itself in many communities, especially in the South. In many areas such groups have been formed completely independent of government because of government's refusal to recognize its responsibilities in this area. After leaders in one community had held repeated conferences with the Mayor to persuade him to appoint a bi-racial committee, they decided it would be far better for them to form a membership type council rather than have a group of the composition likely to be appointed by the mayor.

In general, it is best to have the human relations committee closely related to government, but where this will not enhance its work, other methods can be used to make it effective through the influence of its members.

3. What should be the function of the committee?

What have been the most meaningful activities carried out by such groups?

Most committees have found their most effective role is negotiating with decision makers directly concerned with fair treatment policies. Here the committee members can share information about places where progress has been made and about the individual policy makers who might most readily follow the examples already established for them. When genuine community leaders are involved in the local committee, they will have ready access to those who might most easily establish and implement fair treatment policies.

Many local committees have given constructive leadership in the area of public accommodations. Surveys have been made of experience in providing equal service for all and concerted efforts have been made to persuade business people to jointly adopt an "open" policy. Local committees have been able to work with Chamber of Commerce leaders and especially

with retail divisions to bring about simultaneous desegregation of public places.

Other local committees have devoted themselves to the field of employment. Especially in the retail field they have worked with merchants' associations to reach agreements that non-whites would be employed in retail positions as rapidly as personnel needs and qualified applicants are available for these positions.

Some committees have been created with a very limited function involving concentration on one project. Experience suggests that this may be unwise. Recent developments clearly support the inter-relationship of many facets of intergroup relations problems and indicate that these problems are not likely to be solved with a singular or short term project approach.

4. How can the committee be made representative of all community segments?

Obtaining a representative committee is one of the most crucial factors in its success. Ultimately, the commitment of the committee members and their influence in the community will determine the effectiveness of the group. The character of the committee will depend upon the integrity and the skill of the appointing authority, but local groups supporting the creation of a committee have a responsibility to assist officials in selecting the best possible members. It is fundamental that all segments of community life such as religious groups, civil groups, the action organizations, the "power structure", labor-management and various levels of business be represented. Leaders and groups in each of these segments are usually asked to suggest names of possible committee members, but normally the persons selected serve as individuals rather than as "representatives" of particular groups.

None should be misled with the notion of having a representative of those opposed to equal human rights on such a committee. This would be self defeating. Obviously every committee member must accept a common commitment to work for fair treatment for all persons, even though individual committee members may disagree about the best methods to be used in

attaining that objective. Extremists who deny the basic concepts of our democracy are not entitled to be placed in a position where they can thwart that democracy.

Special attention needs to be given to the selection of Negro members of such committees. In whatever manner the committee is appointed, there is one requirement which is unchanging. Those making the selections cannot afford to forget that the Negro members must be persons who have the trust of the Negro community. Choosing Negro members on the basis of their acceptability to white people will not work.

5. How many members should the group have?

While there is no magic in any set number, there has been some experience which might prove helpful. The number of members should be governed by the community situation and the purposes and functions which the committee expects to carry out. The availability of professional staff assistance, and the extent to which committee members must carry out the work of the committee themselves, would also be influencing factors. Relatively small committees of six to eight members have proven successful in some communities, but others have effectively involved a larger group of 25 members.

Some experience questions the wisdom of having a small committee with only one Negro member. The involvement of plural Negro leadership has proven helpful in representing various segments of the Negro community and serves as a reminder that one Negro cannot speak for all Negroes nor must all Negroes speak to human rights issues with one voice. A relatively medium-to-large size group would lend itself more readily to multiple Negro representation.

6. Should the committee be established on a permanent basis?

Should its members expect to serve for specified terms?

Available information on local committees suggest that they should be established on a permanent basis and that members should be asked to serve for stated terms. While "emergency" committees on a short term basis have been very effective in some places, it should be recognized that the purpose for such groups will not be satisfied in the short run. In some communities the disbanding of "emergency" committees after they had accomplished a limited objective resulted in the resumption of demonstrations which might have been unnecessary had the committee continued its work.

Many local committees have members appointed for staggered and overlapping terms. Some use a three year term with the possibility of reappointment; others limit the number of terms for which a person might be appointed.

7. What should be the committee's relationship with the direct action groups?

Close communication between a local human relations committee and direct action groups such as the Congress on Racial Equality and the National Association for the Advancement of Colored People should be an integral part of the work of the committee. It should be obvious that these "action groups" will continue to provide much of the direction for changes in intergroup relations in this country. The establishment of a close and continuing relationship between participants in the total committee and the other groups not only facilitates resolution of some of the problems which exist, but it is also a requisite part of the long term solution itself.

Having representation from the direct action groups is one of the best ways to establish and maintain communication. Misunderstanding of purposes and programs is least likely to occur when there is direct face to face conversation between all those involved in this process

of change. Committees which excluded representation from "action groups" have often experienced difficulty in knowing what these groups were doing, or in having them understand what the committee was trying to do.

8. Where are sources to write for information about successful operation of local human relations committees?

Among the official state agencies which have had particular experience with local committees are:

Illinois Commission on Human Relations
160 North LaSalle Street
Chicago 1, Illinois

Kentucky Commission on Human Relations
168 Capitol Annex Building
Frankfort, Kentucky

Michigan Fair Employment Practices Com.
900 Cadallic Square Building
Detroit 26, Michigan

West Virginia Human Rights Commission
State Capitol Building
Charleston 5, West Virginia

City agencies to write might include

Grand Rapids Commission on Human Relations
City Hall
Grand Rapids, Michigan

Louisville Human Relations Commission
City Hall
Louisville, Kentucky

Examples of local groups without staff might include:

Henderson Commission on Human Rights
City Hall
Henderson, Kentucky

Oak Ridge Advisory Board on Human Relations
City Hall
Oak Ridge, Tennessee

Information on local membership type councils on human relations might best be obtained from:

Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

North Carolina Council on Human Relations
121 East Third Street
Charlotte, North Carolina

9. What national or regional agencies are available to help local committees?

The new Federal agency should be of help and mail can be address to :

Community Relations Service
Washington 25, D. C.

Some assistance is also being given by:

U. S. Commission on Civil Rights
Washington 25, D. C.

Civil Rights Division
U. S. Department of Justice
Washington 25, D. C.

Information and assistance can be obtained from:

Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

10. What subcommittees might be needed by the human relations committee?

Many local committees have found the creation of subcommittees as a useful device to greatly extend the lines of communication and increase the work produced by the committee. Subcommittees can involve more people and make the whole program more representative. They can enable the parent committee to have several projects at the same time. If one of the projects is frustrated or delayed, attention can be given to those aspects which are not stymied.

The Louisville, Kentucky Human Relations Commission has an extensive committee system which proved especially useful in building community support for passage of a city ordinance giving the Commission added powers. Soon after the Louisville Commission was established in March of 1962, twelve committees were created. Included are committees in the problem areas of Education, Employment, Housing and Public Accommodations. Four separate committees include professional consultants in the areas of Program, Legal, News Media, and Research. Another four committees work to build community support along the lines of Business and Industry, Religious Groups, Institutions and Agencies, and Civic Organizations.

To maintain liaison with the parent Commission, one member of the Commission was appointed to serve on each subcommittee. The Mayor wrote letters to each of the approximately

200 subcommittee members asking them to serve. As a result of their efforts to spread representation, the Louisville Commission reports that their subcommittee members represent Louisville groups with more than 200,000 members.

11. Where governing statutes permit, should representation from the total metropolitan area be included on city committees or subcommittees?

An added problem sometimes becomes superimposed on the problem faced by local committees when neighboring places of public accommodations have different service policies because some of them are outside the city limits. Such geographical divisions are given as a reason for delay and one group can use the other as a basis for failure to change policies.

To avoid such confusion some groups have been formed on a county wide basis. Examples include the Metropolitan Dade County Community Relations Board (including the Miami, Florida area) and the Davidson County _____ (including Nashville, Tennessee,) Change to a new metropolitan area government covering the entire county, provides the backdrop for these two committees.

Similar area committees might be worked out through agreements between the executive heads or the governing bodies of a city and a county government. A partial arrangement might be achieved by inclusion of county residents on city committees where permitted. Some cities which allow only city residents to serve on the official committee or commission can permit representation from a larger area to serve on subcommittees.

12. What should be the relationship of the committee with the press?

As a minimum, the public should know through the press about the existence of the committee, and its purposes. The community should know who the individual members of the committee are so that they can be contacted to advance the purposes of the committee. A basic purpose for all groups should be communication and this will not be strengthened where

a committee declines to give any information to the public press.

At the same time, no responsible committee would give out for publication information about confidential negotiations which it might be conducting. In many cases, information cannot be given out until policies have been established and implemented over a period of time. The press will understand this and will not seek to release information which will handicap the basic purposes for which the committee is working. Most reporters and newspapers have demonstrated their good judgment in refraining from giving undue attention to changes which might be jeopardized by calling public attention to them prematurely. Committees should be able to explain such situations to the responsible press so that they would act accordingly.

13. How important is it for such groups to have professional staff where possible?

Experience over a number of years shows a great difference between the accomplishments of city committees which have professional staff and those who don't. This should be no surprise. Some ? ? ? (fifty) city human relations agencies have full time staff members. Most of the larger cities of the country have a staff to carry out the work of their committee or commission. Many medium and smaller cities have available staff assistance. Examples include:

Tucson, Arizona	New Haven, Connecticut	Gary, Indiana
DesMoines, Iowa	Cambridge, Mass.	Grand Rapids, Michigan
Elmira, New York		Erie, Pennsylvania

Local considerations will determine whether a staff can be provided and local leaders involved in organizing a committee should be aware of the advantages where it is possible to obtain the necessary funds.

14. Does experience show that enforceable legislation will be needed to eliminate discrimination?

Local human relations committees have proven to be of immeasurable influence in lessening unhealthy community frictions and in eliminating discrimination, but they obviously have not attained all their objectives. Most of the committees, and especially those formed in recent months, have been limited to using education, conciliation and persuasion as methods for eliminating discrimination. Many older committees which started out with these limitations have concluded from their experience that they must have enforcable ordinances to be effective and they have obtained such legislative enactments. Again, many of the committees now being formed may not have the practical or political opportunity to secure similar ordinances in the near future, but they should be aware of the needs shown by experience elsewhere.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

MEMORANDUM

TO: APPLICANTS OF NAIRO-ELEANOR ROOSEVELT MEMORIAL FOUNDATION INTERNS IN HUMAN RIGHTS

FROM: NATHAN GREENE

SUBJECT: PANEL INTERVIEWS

SPECIAL INTERVIEW PANELS FOR THE NAIRO CAREER SERVICE BOARD ARE BEING CONVENED AT SIX LOCATIONS MOST CONVENIENTLY LOCATED WITH RESPECT TO THE GEOGRAPHICAL CONCENTRATIONS OF APPLICANTS. THE SCHEDULE AND SITES OF THE INTERVIEW PANELS ARE LISTED BELOW. THOSE WHO HAVE A CONTINUING INTEREST IN THE PROGRAM ARE ADVISED TO OBSERVE THE FOLLOWING PROCEDURES:

1. IF YOU HAVE NOT AS YET SUBMITTED AN APPLICATION FOR THE PROGRAM, PLEASE FILL OUT THE ENCLOSED APPLICATION BLANKS. ONE COPY SHOULD BE SENT TO: CAREER SERVICE BOARD, c/o NAIRO, 2027 MASSACHUSETTS AVE. N.W., WASHINGTON, D.C. THE OTHER COPY SHOULD BE SENT TO THE CHAIRMAN OF THE APPROPRIATE PANEL, AS INDICATED BELOW. IF YOU WOULD PREFER TO BE INTERVIEWED IN A SITE RATHER THAN THE ONE MARKED ON THE LIST BELOW, YOU MAY SEND A COPY TO THAT CHAIRMAN INSTEAD. IF YOU DO SELECT ANOTHER SITE, YOU MUST INDICATE THIS BY MARKING THE COPY TO BE SENT TO THE CAREER SERVICE BOARD, IN THE UPPER RIGHT HAND CORNER, WITH THE ABREVIATION OF THE CITY YOU HAVE CHOSEN.

2. CONTACT THE PANEL CHAIRMAN, BY PHONE OR LETTER, IN THE CITY WHERE YOU EXPECT TO BE INTERVIEWED, TO ARRANGE A SPECIFIC TIME FOR YOUR APPOINTMENT.

3. IF YOU ARE UNABLE TO BE PRESENT AT ANY OF THE SCHEDULED INTERVIEWS, PLEASE INFORM THE CAREER SERVICE BOARD ACCORDINGLY, SETTING FORTH THE NATURE OF YOUR CIRCUMSTANCES. FOR THOSE WHO HAVE YET TO SUBMIT THEIR APPLICATIONS, BOTH COPIES SHOULD BE SENT TO THE BOARD. AN EFFORT WILL BE MADE TO MEET YOUR SITUATION AND YOUR APPLICATION WILL BE CONSIDERED.

YOUR APPLICATION CAN BE BEST HANDLED BY A PROMPT RESPONSE TO THIS NOTICE. WE WOULD GREATLY APPRECIATE YOUR MAKING EVERY EFFORT TO KEEP ANY APPOINTMENT YOU MAY MAKE, IN CONSIDERATION OF THE OTHER APPLICANTS AND THE MEMBERS OF THE PANELS.

WE LOOK FORWARD TO SEEING YOU AT ONE OF OUR INTERVIEW PANELS, AND WISH YOU THE BEST OF LUCK.

Martin Cobb: NAIRO

Louisville - 2 pm.

Mr + Mrs Sam 10 AM

Lazid 10:30 AM

Archie Allen 11:00 AM

Robert Jordan 11:30 AM

Harry Delong

Bobby Doctor - 3:00 or thereafter

Elijah Rogers - 3:00 or thereafter

Belvie Rooks - after 2:30

Robert Holloman - 4:00

Mrs. Marie Smith Carl
4222 - 13th Pl. N.E.
Washington, D.C.

(Temp -
108 Evergreen Ave
St. Augustine

Bobby Doctor
2305 Richland St.
Columbia, S.C.

NAIRO — PA AN

Some Activities CHAPTERS Can Undertake

(not listed in order of importance)

1. Promoting and encouraging enlightened and creative public opinion on intergroup relations matters within the content of the National Public Policy Statement.

2. Developing improved methods, techniques, and skills for advancing racial justice and the concept of equality of opportunity.

3. Serving as a "Weather Barometer" on the Local Scene: Regularly forecasting the intergroup storms that inevitably result from the callous indifference to prejudice, discrimination, and the denial of opportunities.

4. Providing a professional resource for evaluating plans and programs in local communities to bring about improvements in intergroup relations and professional practices.

5. Providing professional consultative services through its membership to public and private bodies desirous of the knowledge, skills, and techniques devised by professionals in the field from their collective and cumulative experiences.

6. Serving as a "watchdog" to make certain intergroup relations interests are an integral part of local efforts be it combating poverty, engaging in urban renewal, or advancing the cause of education.

7. Providing through its membership a readily available and accessible panel of senior practitioners in the field, whom other professionals and lay persons can consult on intergroup matters.

8. Providing professional "know-how" for developing new methods and improving current ones for fostering needed intergroup changes. Such information to be disseminated to organizations and individuals who can profit from it.

9. Reviewing, digesting and adapting new guidelines for developing and improving specific intergroup relations services (e.g., NAIRO's "Guidelines for Municipal Human Relations Committees" or George Schermer's "Guideline: A Manual for Bi-Racial Committees").

10. Developing local guidelines and suggested workable plans for the formation of Human Relations Committees, citizens organizations, i.e., aimed at improving local community action programs.

11. *Providing guidelines for the development of more effective ways of staging Human Relations Conferences and/or workshops or devising new devices better able to meet current needs in the field.*

12. *Providing guidelines for more effective communication between Federal, State and Local agencies in the field. This can include more effective means for coordination of activities so as to reduce waste and duplication of efforts.*

13. *Adapting to the local situation national NAIRO training experiences for new Junior and Senior personnel in the field.*

14. *Providing the Chapter membership, through monthly meetings, with the kinds of programs which will give them greater insights into problems, needs and concerns, trends, etc., in the field and assist them with continued growth and development as effective practitioners.*

15. *Developing on the local scene the "how to do" clinic techniques devised at national meetings. This being ever more urgent with so many new people entering the field. For example:*

    a) *How to work with Boards of Directors;*

    b) *How to be effective in an adverse political climate;*

    c) *How to raise funds;*

    d) *How to develop meaningful programs in housing, education, employment, or how to relate to the federal anti-poverty program and others.*

16. *Developing some guidelines for assisting local agencies to effectively adapt their programs to the 1964 Civil Rights Act, particularly Title VI and Title VII establishing the Federal Equal Employment Opportunity Commission.*

17. *Interpreting continuously the purpose and meaning of NAIRO as a professional association; providing insight into its various resources, e.g., encouraging wide use of NAIRO Journal, etc.*

18. *Recruiting new members from direct line agencies in the Civil Rights field or from scores of allied fields now evolving. "Get and keep NAIRO members."*

19. *Providing "feed back" to NAIRO chapter membership from national Annual Meetings. Reproduce national confab locally with local personnel and membership involvement.*

20. *Providing information "up the line" to NAIRO National Board so that it can better be in tune with needs, concerns, etc., of membership.*

21. *Identifying and recommending local members for NAIRO Commissions, Sections, Committees, etc., and encouraging them to participate.*

22. *Assisting with identification and recruitment of local talent for NAIRO Internship Program and encouraging local Agencies to support the Program.*

23. *Helping provide local Staff for NAIRO Internship selection, interviews, committees, etc.*

24. *Sending reports to the National Office on Chapter experiences and activities which can be published in the Newsletter or otherwise.*

25. *MOST IMPORTANT. Helping select NAIRO National leadership. Identify, encourage, promote and push able, talented local people for key National NAIRO positions.*

26. *Speaking out as a local professional body on those matters which are of interest and concern to field and practices of intergroup relations (of course, consistent with National NAIRO policy).*

27. *Helping to assist, form-up and successfully carry out Area NAIRO Conferences and other Area activities.*

28. *Initiating programs (particularly if your Chapter is state-wide) to encourage municipalities to set up professionally staffed commissions on intergroup relations, etc.*

29. *Making a contribution to national NAIRO Committees wrestling with problems of professional standards, training and education, grievance procedure and the promulgation of a code of ethics. Getting local members wrestling with these matters.*

30. *Helping accomplish locally what NAIRO has strived for nationally, the establishment of inter-professional relationships with other fields of endeavor, e.g., social workers, planners, lawyers, educators, etc.*

31. *Doing some writing and creative thinking and feeding same to NAIRO's Journal on Intergroup Relations. Encouraging local Chapter members to write in other publications like the Journal of Housing, etc.*

32. *Issuing a monthly local Chapter Newsletter containing dates and place of new Chapter meeting and other news items of interest to local membership including recent developments, local job openings, a calendar of agency meetings in the area, etc.*

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

"INTERGROUP RELATIONS AND THE PUBLIC INTEREST"
DRAFT FOUNDATION APPEAL

How do intergroup relations agencies and practitioners define "the public interest" in attempting to secure for racial and ethnic minorities the basic rights exercised by the majority?

How is "the public interest" in the area of civil rights viewed by racial and ethnic minority groups? by the majority? by government?

What is the regulatory role of government in the area of civil rights?

Is there any conflict between civil rights laws and individual civil liberties?

What self-regulation of non-governmental institutions and agencies is suggested by "the public interest" in the area of civil rights?

And, perhaps for another inquiry but noted here to indicate that it is not forgotten, what is "the public interest" and the role of government in the area of interreligious relations?

To launch an inquiry into these problems -- representative of the vast and complex area of interrelationship of majority, minority and individual rights in the context of "the public interest" and intergroup relations, the National Association of Intergroup Relations Officials (NAIRO) seeks a one-year grant of $9,000.

The purpose of the inquiry is to find answers, working hypotheses or, at the very least, clearer definition of the problems in this area. The philosophical or conceptual significance of such an inquiry seems obvious; indeed, the whole question of the nature of "the public interest" and its determination in a democratic society is a subject of continuing discussion and definition.

In the field of intergroup relations, however, there is increasing evidence of a practical and pressing need for such an inquiry and for the consensus or at least guidance that it might produce.

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The need is demonstrated most vividly perhaps by debate at state and municipal levels on the coverage proposed in Fair Housing Practices legislation: shall the law banning discrimination in sale or rental of housing apply to the individual homeowner, or would such coverage abridge him of his rights as "master in his own home?" When, in other words, shall profit from sale or rental warrant regulation by government in "the public interest?"

Possible conflict between "the public interest" and the rights of the individual may be found in another related area: the use of quotas ("benign," to be sure) in order to achieve or maintain integrated housing. Here, "the public interest" might be defined by a governmental or non-governmental agency as requiring that individual buyers or lessees be denied -- above a certain quota -- their right to purchase or rent a home, in order that integration may exist in that building or development.

A realtor's challenge of the New York City Fair Housing Practices Law was overruled recently, despite spirited protests from the plaintiff, by a judge who declared that the realtor "must yield to what legislative authority deems is for the common good." (This is not to suggest that "the public interest" and "the common good" are synonomous concepts, but it would be interesting to know if the magistrate distinguishes between them." More such challenges can be expected.

The efforts to circumvent the residential segregation that produces de facto school segregation, by transporting pupils to schools outside their home neighborhoods, can be viewed in "the public interest" context, especially when majority group parents allege violation of individual or even "community" rights.

Civil rights workers and civil libertarians have come occasionally to a parting of minds, most recently in Washington, D.C., over the treatment to be accorded bigots who seek publicly to arouse hatred of minority groups. "The public interest" and individual freedom of expression are here the respective rallying points.

There is ample background for such an inquiry. The wealth of literature on "the public interest" ranges from Locke, Rousseau, and Mill to such contemporary philosophers and political scientists as Walter Lippmann, Robert Dahl, and Wayne A.R. Leys. While little has been written on "the public interest" in the area of civil

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rights, the wealth of experience there awaits only the researching and the writing. For this present project, however, impetus, inspiration, and direction will be derived largely from the report, PHILOSOPHY AND THE PUBLIC INTEREST, prepared by Professors Leys and Charner Marquis Perry for the Committee to Advance Original Work in Philosophy, an agency of the Western Division of the American Philosophical Association. Here, the philosophical framework is set for the consideration of civil rights concerns that are somewhat unique and certainly immediate.

Broader context for the inquiry is provided by NAIRO's current program of study and discussion aimed at helping the intergroup relations field achieve consensus on its goals, directions and priorities for the decade ahead. Discussion of such topics as the nature of intergroup relations practice, the relationship between public and private agencies, the changing status of the Negro American, and the changing interrelationships among religious groups impinges often and inevitably on questions of "the public interest" and group and individual rights. The proposed inquiry will both provide and derive content (and context) from the broader exploration.

> The NAIRO program, launched early in 1960, has included a national consultation, the papers and reports from which were published as a special issue of THE JOURNAL OF INTERGROUP RELATIONS; the establishment of several local study groups; and two regional study conferences. A second national consultation in September, the publication of additional papers on "decade ahead" concerns, and intensive discussion at the NAIRO Annual Conference in November will complete the program's first phase.

The method proposed for this inquiry borrows heavily from that used by the Committee to Advance Original Work in Philosophy in its 1958-1959 exploration. The essential ingredients are competent staff, extensive correspondence, expert consultation, and publication of the final report. These steps are suggested:

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(1) Establishment by NAIRO of a small project advisory committee to work with a competent research person in the preparation of a basic document that will set forth the basic issues and problems, with suggested definitions and dimensions.

(2) Circulation of this document among a selected group of philosophers, lawyers, political scientists, sociologists, intergroup relations practitioners, minority group leaders, and others. It is suggested that some of these, at least, be offered a modest reading fee. All will be pressed for written comment and suggestions.

(3) Preparation of a report, similar in nature to PHILOSOPHY AND THE PUBLIC INTEREST and incorporating -- as consensus, where possible -- the comments received. This document, still probably in mimeographed form, would be distributed to those invited to participate in one or more consultations.

(4) Organization of one or more consultations, at which a small, representative group would discuss the report and dictate its final content. Papers on specific issues might be solicited for presentation at the meeting(s) or invited as appendices of the final report.

(5) Publication and distribution of the final report, as a special issue of THE JOURNAL OF INTERGROUP RELATIONS. NAIRO would undertake, as one of its contributions to the project, to stimulate discussion of the report in regional meetings and local groups.

Financing of the project is required, over and above the contribution-in-kind that NAIRO is prepared to make. Salary must be provided for the part-time services of a competent research person, probably a social scientist from a college or university. Reading fees for some of the commentators are suggested as a means of encouraging thoughtful contributions to the report. Expenses of those attending the one or more consultations, and perhaps of those on the project committee at one or two planning meetings, must be paid. Mimeographing, postage, and other out-of-pocket "overhead" expenses require a modest allocation. Finally, partial subsidization of the special issue of the JOURNAL is required to cover increased size and to permit free distribution of copies over and above normal circulation.

The following budget is suggested:

./.

Salary, Project Director (part-time) - - - - - -	$ 3,750.
Consultants' reading fees - - - - - - - - - - - - -	1,000.
Consultation expenses, one meeting - - - - - - -	1,000.
Committee expenses, two meetings - - - - - - - -	600.
Secretarial help (part-time) - - - - - - - - - -	1,000.
Postage, supplies, etc. - - - - - - - - - - - - - -	500.
Book and pamphlet purchase - - - - - - - - - - - - -	150.
Report publication (partial subsidization of special issue of JOURNAL) - - - - - - - - - -	1,000.
TOTAL:	$ 9,000.

(NOTE TO NAIRO BOARD: I append the statement of actual expenses of the Leys-Perry project.

"Here are the actual expenditures for the project on 'Philosophy and the Public Interest':

Wayne Leys and Charner Perry @ $40 per day. . . .	$ 3,270.00
22 consultants @ $25 to $100 each	1,125.00
Wayne Leys for administering the project.	600.00
Secretarial help	942.47
Postage and supplies	276.04
Misc.	101.06
Travel expense of Committee	383.14
Books and pamphlets purchased	149.34
Antioch Press, printing & mailing 2000 copies . .	878.43

"This financial record assumes an absolute minimum of red tape and willingness of the project director to do the work in his spare time. We asked the Rockefeller Foundation for $7950. Rockefeller Foundation has had a $10,000 limit on grants that can be approved by their staff without Board consideration. The money became available in June, 1958, and the project was terminated July 31, 1959."

fib

February 17, 1960

Mr. John Lassoe
Executive Secretary
National Association of Intergroup
Relations Officials
Room 209, 426 West 58th Street
New York, 19, New York

Dear John:

In order to become a working Southern chairman, may I request the following:

1. A delimitation of my territory. (I am not sure I remember it correctly.)

2. A list of those who are presently members in this area.

3. A modest supply of stationery.

4. A modest number of flyers and membership blanks.

Thank you.

Sincerely,

Paul M. Rilling
Field Director

PMR/sm

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FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

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New York, New York

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Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

March 2, 1960

Mr. Paul Rilling
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Paul:

I am sorry that it has taken me so long to get around to your letter but I am now able to fill your requests. First of all, your region consists of the following states: North Carolina, South Carolina, Georgia, Florida, Alabama and Mississippi. This is, to say the least, a challenging array of states.

Within two weeks you will receive a copy of NAIRO's membership Directory listing all members of the association as of March 1st; you will be able to pick out the members from your region.

Under separate cover, we are sending you the modest supply of stationery, flyers and membership blanks.

Now that I am a President with a national office in Atlanta, I suspect that I will be visiting you on your home grounds some time this Spring. I refer, of course, to the Episcopal Society for Cultural and Racial Units and to the fact that I have been elected to make life miserable for John Morris.

Best wishes.

Sincerely,

John

JOHN V. P. LASSOE, JR.

lrb

March 25, 1960

Mr. John Lassoe, Jr.
N. A. I. R. O.
Room 209, 426 West 58th Street
New York 19, New York

Dear John:

I very much appreciated your recent letter indicating that supplies were on the way enabling me to be a working regional chairman. The only thing is that they never arrived.

We are interested in the possibility of participating in the Internship Program here next fall. Is there still such a program? Are there still no funds for matching funds through N. A. I. R. O.? We would not be interested in having to raise 100%.

The next Southern Inter-agency meeting will be held at Frogmore, South Carolina April 21 and 22. You had indicated that you might be interested in attending a portion of one of these meetings to give a N. A. I. R. O. pitch and meet more Southern professionals. Let me know if you would like to be on hand.

Sincerely,

Paul M. Rilling
Field Director

PMR/sm

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FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

VICE-PRESIDENTS
LLOYD DAVIS
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JOSEPH MONSERRAT
Migration Division, Commonwealth of Puerto Rico Labor Department
New York, New York

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VIRGINIA COFFEY
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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

April 13, 1960

Mr. Paul M. Rilling
Southern Regional Council
Room 432, 63 Auburn Ave. N.E.
Atlanta 3, Georgia

Dear Paul:

The supplies promised to you so long ago were finally mailed on March 18th, and I trust that you have received them by now. Thank you for prodding us and do let me know if you need anything else.

The future of our Internship Program is very dubious at this point. We had very poor luck in securing internship grants from foundations this year, and I see only a slight possibility that the situation might improve after July, 1960. At this point we do not have matching funds! You may be sure that we will advise you promptly if any miracles occur.

I would indeed be interested in attending the Southern Inter-Agency meeting in South Carolina on April 21st and 22nd. Unfortunately, I cannot yet clear these dates and will have to delay my final assent for another week or ten days. Thank you very much for thinking of me in this connection and for letting me know about the gathering.

Best wishes.

Sincerely,

John

JOHN V. P. LASSOE, JR.

lrb

August 1, 1960

Mr. John V. P. Lassoe, Jr.
NAIRO
Room 209, 426 West 56th Street
New York 19, New York

Dear John:

You will be happy to know that as an efficient regional chairman, I have managed to secure payment of all those in my area who are on the list of those threatened with being dropped from NAIRO because of non-payment of 1960 dues. The enclosed check will make this region 100%, in response to your memorandum of July 27.

One of those listed as delinquent informs me that he would have paid earlier but was out of the country on vacation.

Sincerely,

Paul M. Rilling
Field Director

PMR/sm
Enclosure

August 12, 1960

Mr. John V. P. Lassoe, Jr.
NAIRO
426 West 58th Street
New York 19, New York

Dear Mr. Lassoe:

Paul Rilling is out of town this week, but asked me to let you know that the enclosed letter has been mailed to all persons in his region listed in the 1959 Directory who are not currently members of NAIRO.

We sincerely hope this effort will produce at least a few new members.

Sincerely,

Mrs. Timothy Miller
secretary to Paul Rilling

Sent to non-members in S.E.
8/60

Dear _____

I am writing to urge that you consider joining many of your colleagues around the nation in our professional organization, the National Association of Intergroup Relations Officials. Since 1947 NAIRO has established itself as ~~a useful and highly useful organization~~ an essential channel for communication, consultation and professional growth among inter-group relations workers.

The Southeast has never been ~~well~~ adequately represented ~~in NAIRO~~ in NAIRO membership. Human Relations tensions in the South today ~~are such~~ make our region a natural area of NAIRO concern and emphasis. Increased participation in NAIRO activities by Southern professionals will help the organization and ourselves, ~~at this particular time.~~

There were only a handful of participants from the Southeast at the last NAIRO annual conference. This year the conference will be at Cincinnati, near our region, Nov. 15 through 18. We are working for a strong representation from the South. There will be several programs dealing specifically with the problems of the human relations worker in the South.

The annual membership fee of $15 is not high for the Journal, the newsletter, the personnel registry, and the other services and activities of NAIRO. Our professional organization needs your support.

Please send the enclosed membership application back to me, or directly to the national office, as soon as possible. I hope to see you at the Cincinnati conference this fall.

Sincerely,

NC, SC, Ga, Fla, Ala, Miss

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FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

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NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

December 10, 1960

Mr. Paul Rilling
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Paul:

We missed you at the Cincinnati Conference. I am asking you to continue as Director of the Southeast Region for 1961 and presented your name to the Board on November 18 and this was approved. In spite of difficulties we have made progress in getting new members from your region. Can we now find some way to be of more service (as NAIRO) to those members and to attract others? Is it possible to get a chapter formed in and around Atlanta, or in Florida? Would a regional conference be possible and would it serve a worthwile purpose?

It has seemed to me that our regional boundaries are extremely arbitrary and I am proposing a re-study. Some changes are definitely indicated. I would like to have your thoughts and recommendations on your own region some time before the January 13 meeting of the Board in New York. If the duties of a regional director include, as they do, conducting regional conferences, it would seem that the area to be served should be serviceable in size, be representative as to variety of types of agencies in which intergroupers work, have some common interests or ties which naturally hold them together. At first we had four regions, now we have eight, but this is no magic number. State boundary lines are not necessarily natural divisions in our field. What do you think?

In initiating correspondence in connection with your directorship of the Southeast Region will you send carbon copies to John Lassoe, Lloyd Davis and myself. This facilitates the communication process.

Sincerely,

George

George W. Culberson,
President

GWC:lc

December 16, 1960

Mrs. George W. Culberson
Commission on Human Relations
Pittsburgh, Pennsylvania

Dear George:

I had rather hoped to avoid reappointment as regional chairman this year. I would have thought that my performance of last year would have guaranteed me immunity from the job. I will try and do a better job during the coming year, but will have the same problem of a somewhat overcrowded schedule unless things quiet down considerably in the South next year.

We have trouble in this region winning much support for NAIRO. Traditionally, the officers and board members have been drawn almost exclusively from other parts of the country. It was hoped that Fred would be a notable exception, but he managed to leave the South just as he assumed the presidency. Also, the national conferences have normally been far removed from the South and we find it difficult to get to places such as San Juan, San Francisco, etc. We tried hard to stimulate more Southern attendance at the Cincinnati meeting. I had planned to attend the meeting but was forced to cancel out because of the New Orleans disruption. I very much regret missing this meeting.

The Southern Interagency Conference has seemed to many of the professionals in this area to pretty much meet their needs in the way of the professional interchange. The standing of this quarterly conference makes it difficult to consider an area conference at this time unless we could see a specifically different need that would be met by such a conference. I do feel that we can probably organize a local chapter in Atlanta and will pursue this forthwith. The possibility of such a chapter was favorably discussed recently on the occasion of Fred Routh's visit to Atlanta. Unhappily, Miami professionals voted negatively some months ago on the issue of starting a NAIRO chapter.

Concerning regional boundaries, I am not sure what to suggest. We tend to think of the southeast as an area which would include the states east of Louisiana and north to Tennessee and Washington, inclusively. I have no particular difficulty in working with the present regional boundaries,except that our ranks are quite thin with the Nashville and Washington centers located in another region. This means in effect that the southeastern region as now delineated includes only the groupings of professionals in Miami and Atlanta and scattered individuals elsewhere. It would be extremely difficult to convene a regional conference within these boundaries because of the small membership potential. This specific problem could be approached by a joint conference with the southwest or midAtlantic regions.

Sincerely,

Paul M. Rilling
Director of Field Activities

PMR/sm

December 19, 1960

11409 Lund Place
Silver Spring, Maryland

Mr. Paul M. Rilling
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Paul:

We missed you at the Cincinnati NAIRO Conference. Harold Fleming, as usual, did an excellent job in his session.

As we think in terms of increasing membership for NAIRO, I am looking to the Regional Chairman for some strong support. George Culberson has set a goal of 300 new members for the coming year. We would like to have you double your membership in the Southeast region. With the tremendous interest in the intergroup relations field sparked by the Student-Sit-In movements, you should have little trouble in picking up 30 new members.

To organize the membership campaign, may I suggest that you name recruiters for the principle cities in your region. Please send me a list of the names of the recruiters within 30 days. We can jointly feed ideas to the local recruiters. NAIRO will send out as many membership flyers as are needed. If there are certain people who might best be contacted by the National Membership Chairman, I shall be glad to have their names. The primary recruiting effort should be the responsibility of the "grass roots recruiters."

With all good wishes for a happy holiday season.

Cordially yours,

John

John Y. Yoshino
National Membership Chairman

cc: George Culberson
Lloyd Davis
John V. P. Lassoe, Jr.

January 9, 1961

Mr. William Bagwell
American Friends Service Committee
P. O. Box 1307
High Point, North Carolina

Dear Bill:

I am being hounded by the national membership chairman of NAIRO to initiate a membership effort in the southeast aimed at doubling our present rather pitiful membership. I have been urged to appoint recruiters for the principal cities in our region. Our potential membership in the southeast is so limited that in glancing over the location of potential members in the directory of NAIRO, I have decided to try and secure recruiters in the Atlanta area, in Florida, and in North Carolina. After much reflection I have decided to honor you with the appointment of state recruiter for North Carolina. I am sure you will agree with me that this appointment is well merited because of your proven dedication to the principles of NAIRO and because of your familiarity with the branch heads and boon docks of the Tar Heel state and with the species of human relations workers functioning therein. If I do not hear from you by Tuesday, January 10, I will assume you accept this important post.

A full kit of supplies and other materials along with names of potential members in your state will be forthcoming shortly.

Happy New Year.

Sincerely,

Paul M. Rilling
Director of Field Activities

PMR/sm

January 9, 1961

The Rev. William Williams
Florida Council on Human Relations
4241 S. W. 109th Court
Miami 55, Florida

Dear Bill:

Several state directors have indicated that February 9 and 10 would be difficult or impossible for them. Would you be able to attend a state staff meeting February 23 and 24? Let me know at once.

John Yoshino, the national membership chairman of NAIRO is nagging me about my failure to produce a vast surge of new members for the organization in this area. He has urged that I appoint state or local chairmen in various parts of the region. The Miami area and to some extent the other cities of Florida are the only real source of potential membership outside of Atlanta. I am not going to try to push the job of membership recruiter for Florida off on you. In view of my position as regional chairman, I think it would be more practical to use persons outside of our network as recruiters. What I would appreciate is a suggestion from you as to which of the professionals you would recommend in this capacity. Fred tells me that Haskell Lazere is a one-time regional chairman. It would probably be best to involve new persons rather than to tap him again. Let me know your thinking as soon as you can.

I believe we are still short a quarterly report from you?

Sincerely,

Paul Rilling
Field Director

PMR/sm

January 17, 1961

Mr. John Y. Yoshino
President's Committee on Government Contracts
Washington, D. C.

Dear John:

I had thought that upon moving back to Atlanta I was escaping from your zeal and efficiency for membership which had plagued me when I was in your region of Virginia. I now find that you are again appointed over me in this respect and that I shall not this year be able to get away with the indolent practices we followed in this region under my leadership last year.

Your letter of December 19 expressed the demand for names of local recruiters by January 19. You will note that I am complying as directed.

Upon looking over the membership potential in my region, which is rather sad, I doubt very much that we can add the 30 new members that you so blithely mentioned. In fact, the potential membership is so sparsely scattered in this region that I have decided to appoint recruiters in three areas only. We have some concentration of intergroup workers in Florida, particularly in the Miami area, in North Carolina, and in Atlanta. Bill Williams, director of the Florida Council on Human Relations, (4241 S. W. 109th Court, Miami) has agreed to serve as recruiter for Florida. Bill Bagwell, of the American Friends Service Committee, (1818 S. Main Street, High Point, North Carolina) will be recruiter of North Carolina. Our regional chairman will take it upon his own broad shoulders to strengthen our effort in Georgia.

Sincerely,

Paul M. Rilling
Director of Field Activities

PMR/sm

P. S.

I could use an additional supply of membership flyers.

MEMORANDUM

March 4, 1961

TO: NAIRO Regional Chairmen
John Delury
Erwin Feiertag
John Binkley
George Culberson
Lloyd Davis
John Yoshino
John V. P. Lasse, Jr.

FROM: Helen E. Amerman, Southwest Regional Chairman

RE: Northern California Chapter Meeting in San Jose, Feb. 28, 1961

I am writing in some detail about our Chapter meeting in San Jose because I think it is a useful pattern for membership promotion. The use of press releases to the home town papers and appropriate minority press offers an additional means of publicizing NAIRO and its program.

Joan Feast had invited community leaders to her home in December for an informal get-together where I "talked NAIRO" in some detail. I am sure this -- plus lots of solid follow-up -- helped produce the splendid show of interest. We plan to follow a similar procedure in other parts of the Chapter territory.

The program was one-third Chapter business, one-third "Talking NAIRO" (we were invited to meet there so that a number of prospective members could have a better idea of what NAIRO was all about), and one-third a discussion of intergroup relations in San Jose by the local contingent.

The turn-out was gratifying -- nine NAIRO members (three from San Jose and six from the balance of the area) and nineteen San Jose prospects -- almost a complete range of types (e.g. one Federal, two state public, five or six local public commissioners, representatives of NAACP, CSO (Spanish-speaking), JACL, Jewish agencies, Catholic Interracial Council, Council of Churches, etc., etc.).

The discussion of San Jose affairs became a wonderful demonstration of how people get help from NAIRO. After the local problems and concerns had been set forth, the NAIRO members began suggesting (quite spontaneously) how similar problems had been handled in other communities. At the close of the session at least a half dozen expressed their intention to join NAIRO.

HEA

cc: Joan C. Feast
Wilson C. Riles

(NAIRO Letterhead)

For further Information: Miss Helen E. Amerman,
Southwest Regional Chairman -
TW 3-3878

FOR RELEASE MARCH 1, 1961

Northern California membership in the National Association of Intergroup Relations Officials has increased 20 per cent since a chapter embracing the area was established December 6.

This was reported last night in San Jose by Miss Helen E. Amerman, Southwest Regional Chairman of the Association, at the chapter's first meeting since it was chartered.

NAIRO is the professional association of persons engaged in the protection of civil rights and the improvement of interracial and inter-~~racial~~ religious relations.

Principal business of last night's meeting was to elect officers and name committee chairmen of the Chapter, which will serve as host to the Association's national convention in San Francisco this year, November 7-10. John V. P. Lassoe, Jr., national executive secretary of the Association at its headquarters in New York City, will visit the area during the first week of May to confer with Chapter members.

Miss Joan C. Feast, Relocation Chief of the San Jose Redevelopment Agency, was elected Chairman. Miss Jeannette Harris (San Francisco) of the staff of the American Civil Liberties Union of Northern California took office as Vice Chairman. Wilson C. Giles (Sacramento), Consultant in Certificated Employment Practices in the State Department of Education assumed the duties of Secretary-Treasurer.

MORE

Miss Feast announced appointment of the following committee chairmen for the forthcoming San Francisco conference: Ted Masaoka (San Bruno), NHFA, Region VI - Finance; Frank A. Quinn (Berkeley), Council for Civic Unity of San Francisco - Press, Radio, TV; Harry Winton (San Mateo), American Jewish Committee - Program Printing; Miss Harris - Registration. Other appointments will be announced later.

The program for the evening was planned by the San Jose members. It featured a panel of representatives from local intergroup relations organizations discussing the variety of approaches to the problems of discrimination and prejudice.

The Chapter's Nominating Committee, elected with the officers, consists of: Ben Avrech, San Jose Human Relations Commission; Eugene B. Block, Jewish Community Relations Council of San Francisco; Benjamin B. Brown (Sacramento), State Department of Employment; William J. Davis, Stiles Hall YMCA, Berkeley; John Riordan (San Francisco), Catholic Interracial Council; Nelson Williams, Jr., San Francisco Department of Public Welfare; and Rev. Eugene D. Wolfe, Oakland Council of Churches.

/ / / / /

February 26, 1961

TO: Christian Science Monitor
Hokubei Mainichi
Jewish Community Bulletin
The Monitor
Nichi Bei Times
Berkeley Daily Gazette
Berkeley Review
Oakland Tribune
San Mateo Times
Bay Area Independent
San Francisco Sun-Reporter
California Voice
John C. Feast
Wilson C. Riles
John Delury
Erwin L. Feiertag
John Winkley
George Culberson
Lloyd Davis
John V. P. Lassoe, Jr.
John Yoshino
Regional Chairmen

RELEASES INDIVIDUALIZED FOR COMMUNITY TO:
Sacramento Union
Sacramento Bee
San Jose Mercury
San Jose News
San Francisco Chronicle
San Francisco Examiner
News Call Bulletin
ACLU News

PROGRESS REPORT ON 1961 NAIRO MEMBERSHIP ORGANIZATION

Regions	North East	Great Lakes	Middle South	North Central	South East	South Central	North West	South West
Regional Chmn.	Muravchik*	Jones	Sawyer*	Irvine**	Billing	Mackie*	Blackham*	Amerman
Local Membership Chmn.		Indianapolis Levine		Omaha Martin	N. Carolina Bagwell			N. Calif. Clarke
		Chicago Dunigan		Topeka Glatt	Florida Williams			Santa Niles
		Detroit Citron		St. Louis Liggett	Georgia Billing			San Jose Feast
		Cleveland Dickerson		Des Moines Shelton				Los Angeles Feiertag
		Cincinnati Perlewitz		Jefferson-City Shinert				
		Columbus Wilson						

* No reports received on appointment of local membership recruiters
** Local recruiters named but not confirmed

Footnote: If there are any errors listed please let me know
Will those Regional Chairmen who have not gotten around to sending me a list please do so, soon.
Thank you, John Yoshino
[illegible]/61

March 30, 1961

Via Air Mail

Mr. John Feild
Legislative Secretary
Senator Philip A. Hart
Senate Office Building
Washington, D. C.

Dear John:

Harold's travel schedule to Washington unfortunately did not fit into our plans for him concerning the suggested presidential policy statement. He will not be getting back to Washington until late next week. You and John Lassoe had better proceed with the chore. Harold sends regrets and will be happy to be of further service in later stages of the drafting if this should be useful.

Regards,

Paul M. Rilling
Director of Field Activities

PMR/sm

PRESIDENT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

VICE-PRESIDENTS
BOOKER T. McGRAW
Housing and Home Finance Agency
Washington, D.C.
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York

SECRETARY
VIRGINIA COFFEY
Mayor's Friendly Relations Committee
Cincinnati, Ohio

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

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JOHN Y. YOSHINO
President's Committee on Government Contracts
Washington, D.C.
**NAIRO Regional Chairmen*
***Legal Counsel*

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

4 April 1961

Dear Paul:

You will be relieved, I think, that I have been forced to postpone my trip to Atlanta, at least until mid-May. The responsibility for putting together the Task Force proposal will make it impossible for me to leave here on April 17th.

I could come to Atlanta on the 15th and 16th of May if these dates were convenient and if they fitted around any local interagency meeting. Will you let me know about them?

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Mr. Paul Rilling
Southern Regional Council
Room 201, 5 Forsyth Street, N.W.
Atlanta 3, Georgia

April 27, 1961

Mr. John Lassoe
NAIRO
Room 209, 426 West 58th Street
New York 19, New York

Dear John:

We willlbe happy to have you here the 15th and 16th. The local interagency people will have their regular monthly meeting at lunch on the 15th, with you as the special featured out of town expert and guest orator. This is the third meeting of this group,which I hope after a discreet period to turn into the Atlanta chapter of NAIRO. Specifically, more than half of the group are currently members of NAIRO. The group includes representatives from the Georgia Council on Human Relations, NAACP, YW & YM, Southern Christian Leadership Conference, Urban League, AJC, ADL, etc.

Let me know what else you need by way of arrangements, what size red carpet, etc.

I hope you will take official notice that we are seeking a director for the Alabama Council on Human Relations to replace Bob Hughes. There are no barriers of race or sex, but they would prefer someone with some Southern background or exposure. Starting salary is from $5,500 - $6,500, depending on experience and qualifications. Interested persons should write to me at SRC.

Sincerely,

Paul M. Rilling
Director of Field Activities

PMR/sm

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GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

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***Legal Counsel*

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

28 April 1961

Dear Mr. Rilling:

Your letter of April 27th has been forwarded to John Lassoe who, at the present time, is on a tour of the West Coast. You will probably receive a reply from him directly.

Sincerely,

Frankye I. Brown

Frankye I. Brown (Mrs.)

Mr. Paul M. Rilling
Director of Field Activities
Southern Regional Council, Inc.
Room 201
5 Forsyth Street, N.W.
Atlanta 3, Georgia

same ltr to checked names on attached list.

June 19, 1961

Dr. Dean G. Epley
Department of Human Relations
University of Miami
Coral Gables 46, Florida

Dear Dr. Epley:

In my capacity as Southeastern regional chairman of NAIRO, I recently received from the national office a list of six Southeastern NAIRO members who did not pay their current dues as of the first of June. My name was on this list, as was yours. I am sending my dues in today. I hope you will find it possible to do likewise if you have not already done so. July is the deadline for these dues.

I know you agree with me that NAIRO is rapidly proving itself to be a useful and effective professional association and that it is deserving of our continuing membership and support.

Sincerely,

Paul M. Rilling
Director of Field Activities

PMR/sm

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

1 June 1961

- M E M O R A N D U M -

TO: Chairmen of NAIRO Regions, Local Chapters
Chairman of Membership Committee
President George W. Culberson
President-Elect Lloyd Davis
Executive Secretary John V.P. Lassoe, Jr.

FROM: Frankye I. Brown

SUBJECT: Delinquent Dues Payments for the year ending December 31, 1961

As has been the annual custom, we are enclosing a list of NAIRO members in your Region and/or Chapter who have not paid their dues as of this date. Two reminders (a bill in January and subsequent letter in May) have been sent and a final reminder will be mailed after June 15th.

The month of July is the deadline for these payments and we would appreciate any help you can give us in the collection of these dues before that deadline.

Our membership now totals 800, and we would certainly regret losing any of that number.

ENCLOSURE

N. A. I. R. O.
426 WEST 58th STREET
NEW YORK 19, N. Y.

DELINQUENT MEMBERS - June 1, 1961

NORTH CENTRAL REGION

Mr. Gerald Bash
2733 Maple Street
Des Moines, Iowa

Mr. Harold H. Goldman
118 Eighth Street
Des Moines, Iowa

Mr. William T. Liggett
NCCJ - 1615 Chemical Bldg.
St. Louis 1, Missouri

Mr. Clifford E. Rucker
Centennial Office Bldg.
Governor's Human Rights Comm.
St. Paul, Minnesota

Mr. M. Leo Bohanon
Urban League
3017 Delmar Blvd.
St. Louis 3, Missouri

Mrs. Henry Kramer
Council of Human Relas.
123 W. Fifth Street
St. Paul 2, Minnesota

Mr. Donald Lowe
1005 Ambassador Bldg.
St. Louis 1, Missouri

Mr. Virgil L. Border
NCCJ - 1615 Chemical Bldg.
St. Louis, Missouri

Mr. Sidney Lawrence
Jewish Community Relas.
Bureau - 20 W. 9th St.
Kansas City, Missouri

Mr. Rodney Page
3724 Forest
Des Moines 11, Iowa

Mr. Jay Stattman
4716 Harrison
Kansas City, Missouri

NORTHWEST REGION

Mr. Rex D. Jones
Washington State Bd. Against Discrimination
3012 Arcade Building
Seattle 1, Washington

SOUTH CENTRAL REGION

Mr. Gustave Falk
American Jewish Committee
523 Fidelity Building
Dallas, Texas

Mrs. Gordon McNeil
629 Gray Street
Fayetteville, Arkansas

Mr. Wade M. Mackie
AFSC - Merit Employ.
1608 Government
Baton Rouge, La.

SOUTH EAST REGION

Dr. Dean G. Epley
Dept. of Human Relations
University of Miami
Coral Gables 46, Florida

Mr. Haskell L. Lazere
American Jewish Congress
111 N.E. Second Avenue
Miami, Florida

Miss Nancy C. Hovarter
Box 357
Edgewater, Florida

Mr. Paul M. Rilling
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Georgia

Mr. Ansel P. Simpson
900 Moore Street
Elizabeth City, N.C.

Mr. H. Daniel Lang
Miami Urban League
395 N.W. First Street
Miami 36, Florida

Mr. Saul A. Silverman
1404 Sharron Road
Tallahassee, Florida

JAMES M. DABBS, PRESIDENT
ALBERT W. DENT, VICE PRESIDENT
MARION A. WRIGHT, VICE-PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
RUFUS E. CLEMENT, VICE-PRESIDENT
JOHN H. WHEELER, CHAIRMAN EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
LESLIE W. DUNBAR, EXECUTIVE DIRECTOR

NAIRO

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA 3, GEORGIA
Telephone 2-8764

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

June 19, 1961

Mr. Haskell L. Lazere
American Jewish Congress
111 N.E. Second Avenue
Miami, Florida

Dear Haskell:

In my capacity as southeastern regional chairman of NAIRO, I recently received from the national office a list of six southeastern NAIRO members who did not pay their current dues as of the first of June. My name was on this list, as was yours. I am sending my dues in today. I hope you will find it possible to do likewise if you have not already done so. July is the deadline for these dues.

I know you agree with me that NAIRO is rapidly proving itself to be a useful and effective professional association and that it is deserving of our continuing membership and support.

Sincerely,

Paul

Paul M. Rilling
Director of Field Activities

PMR/sm

6/23/61
Dear Paul — I'm sending my check in today.
Thanks for the nice note —
Haskell

NAIRO - personal

August 1, 1961

Mr. Lloyd Davis
501 E. 32nd St., Apt. 1704
Chicago 16, Illinois

Dear Lloyd:

I agree with your evaluation of the critical importance of selecting the right men for NAIRO Regional Chairmen. I can only assume that you have not very thoroughly reviewed the work of the last two years of the current Chairman of the Southeast Region.

In view of the high standards you have set for the Regional Chairmen under your administration, I feel I must decline your invitation to join the team. I don't thinkk I could measure up.

In view of my extremely heavy schedule and my difficulties in getting to NAIRO meetings I believe I should step down. Two years is long enough. May I suggest Dick Schapiro, of the regional ADL office here in Atlanta? As a former NAIRO intern, Dick would be a natural.

Let me emphasize that I still expect to deliver the NAIRO chapter in Atlanta and would be happy to work on a regional conference next year if such materializes under the leadership of our able new Regional Chairmen.

Sincerely,

Paul M. Rilling
Director of Field Activities

PMR:mm

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Commission on Human Relations
Pittsburgh, Pennsylvania

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

July 17, 1961

Mr. Paul M. Rilling
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Paul:

I have been giving some advance thought to the forthcoming Davis administration in NAIRO and in this connection, I have been reviewing the work of our Regional Chairmen. Regional Chairmen are really our field generals, and their responsibility for stimulating chapter activity, growth and development, running regional conferences and promoting NAIRO and the cause of NAIRO, makes their selection one of the most crucial areas of concern for the President-Elect.

Please know that I am fully aware that the success or failure of this next administration will depend in large measure upon the work of our Regional Chairmen. We expect this next year to see a vigorous NAIRO moving responsibly and effectively to take advantage of new challenges and opportunities along the new frontiers in intergroup relations. These challenges and opportunities can be towering and unprecedented and our response may need to be towering and unprecedented as well.

Among the things we will expect of our Regional Chairmen:

Belief in the objectives of NAIRO and commitment to the attainment of excellence in the practice of intergroup relations.

Concern for the dignity and worth of the human person, and concern for the general welfare.

Faith in democratic processes.

Ability with which to do an effective job, and the determination to do just that!

Imagination!

Having said the above, I now take this opportunity to invite you to join our little frontier team as Regional Chairman for the Southeast Region. We expect to make arrangements for our Regional Chairmen to get together at the annual conference in San Francisco.

With warm regards,

Lloyd

Lloyd Davis
President-Elect

Please reply to; 501 E. 32nd St., Apt. 1704, Chicago 16, Illinois

NAIRO
personal

August 4, 1961

Mr. David Cohen
Chicago Commission on Human Relations
54 West Hubbard Street
Chicago 10, Illinois

Dear Dave:

In answer to Lloyd's letter of July 31, I have no strong reactions to the suggested regional regroupings. I am really only qualified to speak in terms of the three groups cutting into the South and they are not substantially changed. I would suggest that the Southern Region be designated as the Southeastern. I believe that North Carolina is now in the Southern Region and would be shifted to the Middle South in the new plan. I would oppose this on the grounds that North Carolina is one of the few states in the Southern Region with some NAIRO membership and potential, whereas the Middle South is already flushed with Washington, Nashville, etc.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

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Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

July 31, 1961

Mr. Paul Rilling
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Paul:

Your forthcoming new administration in NAIRO is giving consideration to a more logical grouping for our Regions. May we have your reaction to the following:

NEW ENGLAND: Massachusetts, Connecticut, Rhode Island, (Maine, Vermont, New Hampshire)

MIDDLE ATLANTIC: New York (eastern), Pennsylvania (eastern), New Jersey, Maryland, Delaware, District of Columbia

GREAT LAKES: Ohio, Indiana, Illinois, Wisconsin, Michigan, Minnesota, Pennsylvania,(western), New York (western)

SOUTH CENTRAL: Texas, Oklahoma, Arkansas, Louisiana

WEST COAST: California, Washington, Oregon (Nevada, Alaska, Hawaii)

MOUNTAIN: Colorado, Arizona, New Mexico (Idaho, Montana, Wyoming, Utah)

PLAINS: Missouri, Iowa, Kansas, Nebraska (North Dakota, South Dakota)

SOUTHERN: Georgia, Florida, South Carolina (Alabama, Mississippi)

MIDDLE SOUTH: Virginia, Kentucky, Tennessee (West Virginia, North Carolina)

**states shown in parentheses do not now have NAIRO members

The creation of a ninth region would require an amendment of the By-Laws since eight regions are specified.

Another possibility might be to divide the west coast in the following way: WEST COAST, SOUTH: California, Nevada, Hawaii; WEST COAST, NORTH: Washington, Oregon, Idaho, Montana, Alaska

Please send your replies on this to Mr. David Cohen, Presidential Assistant-Designate, c/o Chicago Commission on Human Relations, 54 West Hubbard Street, Chicago 10, Illinois.

With warm regards,

Lloyd

Lloyd Davis
President-Elect

NAIRO
Personal

Please Reply To: Lloyd Davis 501 E. 32nd Street Apt 1704 Chicago,

August 4, 1961

Mr. Richard Shapiro
Anti-Defamation League of B'nai B'rith
Southeast Regional Office
41 Exchange Place, S.E.
Atlanta 3, Georgia

Dear Dick:

I have been giving some advance thought to the forthcoming Davis administration in NAIRO and in this connection, I have been reviewing the work of our Regional Chairmen. Regional Chairmen are really our field generals and their responsibility for stimulating chapter activity, growth and development; running Regional conferences and promoting NAIRO and the cause of NAIRO, makes their selection one of the most crucial areas of concern for the President-Elect.

Please know that I am fully aware that the success or failure of this next administration will depend in large measure upon the work of our Regional Chairmen. We expect this next year to see a vigorous NAIRO moving responsibly and effectively to take advantage of new challenges and opportunities along the new frontiers in intergroup relations. These challenges and opportunities can be towering and unprecedented and our response may need to be towering and unprecedented as well.

Among the things we will expect of our Regional Chairmen:

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Concern for the dignity and worth of the human person, and concern for the general welfare.

Faith in democratic processes.

Ability with which to an effective job, and the determination to do just that!

Imagination!

Having said the above, I now take this opportunity to invite you to join our little frontier team as Regional Chairman for the Southeast Region. We expect to make arrangements for our Regional Chairmen to get together at the annual conference in San Francisco.

Finally, please know that your acceptance of this appointment would meet with hardy approval of our good friend Paul Rilling.

With warm regards:

Lloyd Davis
President-Elect

HOUSING AND HOME FINANCE AGENCY
OFFICE OF THE ADMINISTRATOR

H-28
(6-57)

TRANSMITTAL SLIP

ROUTE TO:	NAME	ROOM	BUILDING
1.			
2.			
3.			
4.			
5.			
6.			

- ☐ *Action*
- ☐ *File*
- ☐ *See or call me*
- ☐ *Approval*
- ☐ *Note and return*
- ☐ *Signature*
- ☐ *As requested*
- ☐ *Read and destroy*
- ☐ *Surname*
- ☐ *Comment*
- ☐ *Recommendation*
- ☐ *Your information*
- ☐ *Prepare reply for signature of* _____

REMARKS:

Paul: I couldn't disagree with you more. NAIRO is indebted to you! I do understand your situation and after two years of generous service you deserve a good rest - so good friend we'll let you off on this one.

Warm regards

Lloyd Davis

FROM (*Name*)	DATE

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NAIRO - Copies

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

August 15, 1961

Mr. Paul M. Rilling
Director, Field Services
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

A form letter from Brandeis University informs me that applications are now being accepted for those six Fellowships sponsored by the Florina Lasker Program in Civil Liberties and Civil Rights. I gather that the talent search will continue through November, although I know that they have been screening and seeking as late as January in years past.

You may apply -- or secure additional information about the program -- by writing to: Dr. Kermit C. Morrissey, Director, Florina Lasker Program..., Brandeis University, Waltham 54, Massachusetts.

You certainly meet the requirements. As I think I told you, the program would run for approximately 14 weeks, the Spring term at Brandeis. The stipend is $2,000, tax exempt.

Good luck. I may yet join you, although the present state of our treasury suggests that I may be among the unemployed long before that date. It certainly does not suggest the assistant director who could step in and keep things humming while I ruminate in those lush academic surroundings.

Best wishes. It was much fun seeing you and meeting your better half.

Sincerely,

John

JOHN V.P. LASSOE, JR.

STATE OF MICHIGAN

JOHN B. SWAINSON
GOVERNOR

FAIR EMPLOYMENT PRACTICES COMMISSION

900 CADILLAC SQUARE BUILDING, DETROIT 26, MICHIGAN

FREDERICK B. ROUTH
EXECUTIVE DIRECTOR

21 Aug 61

Dear Paul,

Just a note to let you know that you and Wyatt Tee Walker will receive formal invitations to participate at the NAIRO Annual Conference in San Francisco in November. Dick Marks, who serves as this years program Committee chairman will write.

Hope things go well for SRC and that you are prepared for the new school-openings this Fall. What is the Georgia and Greater Atlanta Councils doing to prepare for the move in Tara's Halls ?

Please give my best to John Paul, Les, Ruth, Mrs. T, Marge and my other friends there at the Council.

Give my love to Miggie.

All the best..... as ever,

Fred

August 30, 1961

Mr. John Lassoe
NAIRO
Room 209, 426 West 58th Street
New York 19, New York

Dear John:

Three of us are constituted a subcommittee to plan procedures for an Atlanta local chapter. Please send sample bylaws of other local groups, information on their activities, and so forth. We will move formally in about a month.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

September 7, 1961

Mr. Frederick B. Routh
Executive Director
Fair Employment Practices Commission
900 Cadillac Square Building
Detroit 26, Michigan

Dear Fred:

Charlie Wittenstein is itching to go to San Francisco. He understandably feels, therefore, that the panel on the South at the NAIRO Conference is badly in need of an additional consultant who could consider the interreligious aspects of the current situation. Charlie feels that the Atlanta Director of the American Jewish Committee would be the ideal person to fill this vital role. Not only that, but he can't come otherwise. I pass this on for your mereiful consideration.

See you on Top Of The Mark.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

JOHN B. SWAINSON
GOVERNOR

STATE OF MICHIGAN

FAIR EMPLOYMENT PRACTICES COMMISSION

129 MASON BUILDING
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DIRECTOR, LANSING OFFICE
GERALD D. WHITE
LEGAL COUNSEL

September 11, 1961

Please Reply to: DETROIT Office

Mr. Paul M. Rilling
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

Thanks for your good letter of the 7th nominating Charlie Wittenstein to the panel on the South of the NAIRO Conference. This has been mercifully considered and the Program Chairman and I are in agreement that an additional consultant who will consider the interreligious aspects of the current situation is needed. Therefore, Charlie's name has been added to the program.

Now, I need some information from you. I need the address of Wyatt Walker and Charlie Wittenstein. When those are received, I shall pass them along to Dick Marks, the Program Chairman, and he in turn will write letters of invitation to each of them and to you.

See you on the Fisherman's Wharf---all good regards.

Forwarded September 14 — MM —

Cordially,

Fred

Frederick B. Routh
Executive Director

FBR/mvz

P.S. Say hello to P.A. for me.
F.

NA —
PR Rens

October 10, 1961

Mr. Richard V. Marks
Secretary-Director
Commission on Community Relations
1106 Water Board Building
735 Randolph Street
Detroit 26, Michigan

Dear Mr. Marks:

I hope you will pardon my delay in responding to your letter of Spptember 22. There were some problems here concerning the overlap of our annual meeting and the annual NAIRO conference. It how appears that I will not be able to get to San Francisco until the evening of November 9th, but that I can come. I will be pleased to attempt the assignment that you suggest. As soon as it is known, I hope you will confirm to me the names of the other participants in the Friday morning session.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

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September 22, 1961

Mr. Paul M. Rilling
Director of Field Activities
Southern Regional Council
Room 201 - 5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Rilling:

The 15th Annual Conference of the National Association of Intergroup Relations Officials will be held at the Whitcomb Hotel in San Francisco, California, November 7 - 10, 1961. This year's conference theme is "THE CHANGING METRO-URBAN COMPLEX."

No annual conference of intergroup relations professionals would be complete without effort made to take a significant look at the population, economic, social, inter-personal and organizational dynamics and developments of the South Region in the United States. The NAIRO Board has, accordingly, scheduled the morning session at 10:00 A.M. on Friday, November 10, to focus on a "Report from the South."

In planning this program, it is our desire to invite the participation of five organizational representatives to appraise the factual setting, to outline their organizational function and position with reference to the southern situation, to indicate the kinds of forces they are working with or attempting to influence as they work for the objective of a free and open society, and finally, to indicate some of their estimates for the success of these programs or the ways in which they expect them to take shape in the future. It is our hope that such a large assignment as we are asking you to perform can be accomplished in a 15 or 20 minute paper to be delivered at a general session of the NAIRO Conference. The speakers will make their presentations in sequence.

We think that the drama of recent events will emerge through the individual papers and justifies our making this a long general session. The crucial core of this meeting is your organizational

perspective and the kinds of specific professional insights brought to bear as you think through and work on specific problems.

It will be a great aid to me if you can confirm your acceptance of this assignment as soon as possible. Understandably, the person to present the case paper is central to our conference planning.

Sincerely yours,

Richard V. Marks

Richard V. Marks
Secretary-Director

COMMISSION ON COMMUNITY RELATIONS

NAIRO Program Chairman

RVM:mlh

October 18, 1961

Mr. George W. Culberson
President
NAIRO
Room 209, 426 West 58th Street
New York 19, New York

Dear George:

Enclosed are the NAIRO assessments for Les Dunbar and myself, in compliance with the recent action of the Executive Committee. I fully appreciate the present predicament of the Association and you are welcome to the money.

I must say, however, that I consider the compulsory assessment to be an extremely questionable policy and one which will do no good in our effort to attract membership in the South where the image of the organization is not too strong and where many professionals have to pay from their own pockets.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm
Enc.: Check No. 3745, Southern Regional Council

October 18, 1961
VIA AIR MAIL

Mr. John V. P. Lassoe, Jr.
National Association of Intergroup Relations Officials
Room 209
426 West 58th Street
New York 19, N.Y.

Dear John:

I accept nomination for the NAIRO Board if desired. You should know, however, that we are having some problems with our travel budget and that SRC does not consider it possible for me to attend more than one or two Board meetings a year, in addition to the annual meeting. It should be noted that I am more likely to be able to attend meetings in the Eastern part of the country, where I often could combine such a trip with chores in Washington or New York. If you can secure another nominee who can attend on a more regular basis, I will happily withdraw.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

Southern R[illegible] Inc.
5 FORSYTH STREET, N. W. [illegible]ORGIA
[illegible]2-8764

LESLIE W. DUNBAR,
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

October 23, 1961

Dear Colleague:

The enclosed memorandum will apprise you of the recent agreement of NAIRO members in this area to organize a local chapter of our professional organization, which will be the first such group in the state.

Before completing organization of our local chapter, we wanted you to have an opportunity to join NAIRO and affiliate with us as charter members of the local group. I do feel that there is value in membership in our own professional organization and, particularly, in broadening Southern representation in NAIRO. We want our local group to be a real force for the discussion of professional standards and techniques in the field of intergroup relations. We are anxious to have you join with us in this effort.

Won't you return the enclosed form, with $15.00, to me, quick?

Sincerely,

Paul M. Rilling
Regional Chairman, NAIRO

PR:mm
Enclosures (2)

Southern R[redacted] Inc.
5 FORSYTH STREET, N. W. [redacted]ORGIA
[redacted]2-8764
LESLIE W. DUNBAR,
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

MEMORANDUM

October 23, 1961

TO: Atlanta area NAIRO members
FROM: Paul Rilling
RE: Application for local charter

On Friday, October 6, a number of local NAIRO members met and took the following actions:

(1) We agreed to apply to the national board of NAIRO for a charter as the Greater Atlanta Metropolitan Chapter of NAIRO. It is our hope to get this charter application in so that it may be approved at the national meeting of NAIRO November 7-10.

(2) We approved proposed by-laws (as submitted by a sub-committee headed by Dick Shapiro) which conform to the pattern of organization of other local NAIRO groups.

To apply for a local charter, it is needed only that at least five NAIRO members in good standing approve the application and that their names be forwarded along with the proposed by-laws. To facilitate the processing of our application and to save as much inconvenience as possible to all of you, we are suggesting that each member approving the application for a local charter sign the enclosed card and return it to me. These signatures will then be forwarded as our charter application. May I ask that you return the cards to me not later than Friday, October 27. Speed is of the essence.

Since the by-laws are fairly routine, providing for a chairman, vice-chairman, secretary, and an executive committee, elected by the membership and accepting the NAIRO purpose, but otherwise quite general and permissive, I am not enclosing copies. They are available, however, for your inspection either at my office or at Dick Shapiro's office.

Enclosure: Return card.

I am a NAIRO member in good standing. I wish to join with other Atlanta area members in applying for a charter for a Greater Atlanta Metropolitan Chapter of NAIRO.

_____
(name)

Return to:
Paul M. Rilling
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Georgia

MEMBERSHIP APPLICATION

To: NAIRO, 426 West 58th Street (Room 209), New York 19, New York

I wish to enroll as:

☐ Active Member — $15 per year ☐ Associate Member — $15 per year ☐ Student Member — $5 per year

☐ Check enclosed ☐ Please bill

I enclose a contribution in the amount of $_____ (All contributions to **NAIRO** are tax deductible.)

NAME: _____

TITLE: _____

AGENCY: _____

ADDRESS: _____ Home ☐ or Office ☐?
(Street and Number)

_____
(City) (Zone) (State)

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***Legal Counsel*

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

PURPOSE

The National Association of Intergroup Relations Officials (NAIRO) was founded in 1947 as an organization of individuals concerned with advancing intergroup relations knowledge and skills, improving the standards of professional intergroup relations practice, and furthering acceptance of the goals and principles of intergroup relations work.

NAIRO seeks to further these purposes through:

- EXCHANGE OF EXPERIENCE AND KNOWLEDGE among professional workers and others concerned with racial, religious, and ethnic relationships.
- STUDY AND ANALYSIS of problems and developments affecting intergroup relations.
- COLLECTION, COMPILATION, AND DISSEMINATION of information and ideas on program, method, and technique.

MEMBERSHIP

Membership in NAIRO is open to any individual subscribing to its purposes. There are three classes of membership.

- ACTIVE membership is open to any individual primarily engaged in intergroup relations: in a professional staff capacity, as a recognized authority, or as a member of the governing body of an agency in this field. Annual dues are $15. (Life membership is $300.)
- ASSOCIATE (non-voting) membership is open to all others. It is designed for those who, although not eligible for Active membership, wish to support NAIRO's work and receive its regular publications and other services. Annual dues are $15 (Life membership is $300.)
- STUDENT (non-voting) membership is open to any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations. Student members will receive all regular publications and other services. Annual dues are $5.

ACTIVITIES

NAIRO's program is carried out through its:

- ANNUAL CONFERENCE. NAIRO members meet yearly to exchange ideas, formulate policy, develop program, and elect officers. The 1961 Conference will be held in San Francisco, and the 1962 Conference in Washington, D.C.
- COMMISSIONS. Organized around areas of common interest, members discuss basic professional considerations underlying major intergroup relations issues. The Commissions are: education, housing and urban life, civil rights, manpower utilization, interreligious relations, research services, and nature, scope and theory.
- DEPARTMENTS. NAIRO's Departments seek to aid professionals in their work through the exchange of information on developments, techniques and approaches in similar types of agencies, i.e., municipal, local and state private, state public, national private, and federal services. Each NAIRO member is automatically assigned to a Department according to his agency affiliation.
- CHAPTERS. In cities where there are a number of NAIRO members, local chapters have been organized to promote continuing discussion of matters of common professional concern. Active Chapters include: Chicago, Cleveland, Detroit, Minnesota, New York City, Northern California, Philadelphia, Pittsburgh, and Washington, D.C.
- PERSONNEL REGISTRY. Available without charge to members seeking employment, and to intergroup relations agencies seeking personnel, this service publicizes professional job openings.
- SPECIAL PROJECTS. NAIRO is presently developing a nationwide program of action, training, and research in the area of equal housing opportunity, and also plans an international survey of intergroup tensions. It recently concluded an experimental program of on-the-job training for junior professionals in the intergroup relations field (1957-1960).

PUBLICATIONS

- **JOURNAL OF INTERGROUP RELATIONS,** a quarterly comprising articles and reports on intergroup relations issues, developments, theory, and practice. Subscription: $6 per year.
- **NAIRO NEWSLETTER,** a bi-monthly review of NAIRO activities and membership news. Distributed to members without charge.
- **SPECIAL PUBLICATIONS.** Issued from time to time, these have included surveys of municipal intergroup relations agencies (1955 and 1957), a directory of intergroup relations agencies with paid staff (1959), a report on civil rights in Washington, D.C. (1959), and a study of guidance, training, and apprenticeship factors affecting minority groups (1960).

ORGANIZATION

- BOARD OF DIRECTORS. Elected by the active membership, the Board governs the Association and determines policy between Annual Meetings.
- STANDING COMMITTEES. Organizational development and program are guided by various appointed committees of the membership, including those dealing with such substantive matters as professional standards, educational and professional training, interprofessional relations, international exchange, international relations, and public policy.
- NATIONAL OFFICE. NAIRO maintains a central office in New York City, to serve its members, committees, Chapters, and regional conferences. Its Executive Secretary travels extensively around the country, meeting with NAIRO members and helping in the exchange of information among intergroup relations workers.

* * *

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street (Room 209)
New York 19, New York
JUdson 6-0782
John V. P. Lassoe, Jr., Executive Secretary

NAIRO
PR

November 1, 1961

Mr. John V. P. Lassoe, Jr.
c/o NAIRO Congerence
Hotel Whitcomb
Market and 9th
San Francisco, California

Dear John:

As Southeastern Regional Chairman, I am sending on to you an application for a local charter for an Atlanta area chapter, which has been drafted and forwarded to me by the 11 NAIRO members in good standing whose signatures are enclosed.

The document comes to me in good order and I therefore recommend that it be approved at the NAIRO board meeting which will be held in connection with the annual meeting. I regret that I will not be on hand to present it to the board in person.

If any questions should arise, I suggest that you refer them to John Morris or Charles Wittenstein, Atlanta members who will be in attendance during the early days of the conference.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm
Enclosures: By-laws
Signature cards

N NAIRO

PR pers

NAIRO

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Commission on Human Relations
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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N.Y. • JU 6-0782

1962 PROGRAM COMMITTEE

Please Reply: Room 805, 1012-14th St.,N.W.
Washington 5, D. C.
DI 7-3204

November 28, 1961

Mr. Paul M. Rilling
Director of Field Activities
Southern Regional Council
Room 201, 5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

From November 28 to December 1, 1962 NAIRO will be holding its annual conference, in Washington. I have been asked by President Lloyd Davis and the National Board to chair the Program Committee. I would be pleased and the committee would be strengthened if you would accept membership on it.

We have "high hopes" for the 1962 Conference. Its location will mean that certain special resources will be available, and a limited foundation grant, advanced with some qualifications, will make possible perhaps wholesome innovations.

Membership on the committee is nationwide. Approximately one-third of the committee will be Washington "core" members (no pun intended!). The remainder have been selected to represent a broadly based selection of "NAIRO-thought". We hope that all members will be able to attend at least one committee meeting. Meetings will be held in Washington and in conjunction with National Board meetings. In accepting membership those invited are asked to assume responsibility for contributing program ideas and thoughtfully commenting upon the tentative drafts which will be circulated.

I sincerely hope, Paul, that you will be able to accept, and that you can soon drop me a note to that effect.

Sincerely,

Robert J. Greene,
Program Chairman

Greetings, Paul;
how are things
going with you
& your wife?
BJ

We'll do it

NAIRO
PR-
Pers

November 30, 1961

Mr. Robert J. Greene
Room 805, 1012 - 14th St., N.W.
Washington 5, D. C.

Dear Bob:

Thanks for your invitation to serve as a member of the Program Committee for the 1962 NAIRO Conference. I accept.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

January 15, 1962

Mr. John Y. Yoshino
The President's Committee on Equal Employment Opportunity
Washington 25, D. C.

Dear John:

As you no doubt expected, I have not found 50 new subscribers or any portion thereof. As you also expected, your letter has had its desired effect and I am immediately initiating frenzied activities in this direction. I will be sending out scores of letters in the next few weeks and hope there will be successful results. How is the supply of sample copies? I shall also write John Lassoe on this.

In seeking new subscribers, am I restricted to this Region or do I work the entire South? This is quite important because of the dearth of contacts in states such as Alabama and South Carolina. Even North Carolina is no longer in this Region.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

January 3, 1962

Mr. Paul Rilling
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Paul:

At the NAIRO Conference in San Francisco you gave a badly needed "shot in the arm" to the Board when you agreed to find 50 new subscribers to the Journal.

In planning for the Board meeting coming up next month, I should very much like to report definite progress in our efforts to increase the Journal's circulation. Will you please let me know whether your "mission has been accomplished."

For your interest, aside from members, current subscribers in your Region break down as follows: Florida 8; Georgia 7 (all in Atlanta); North Carolina 4; South Carolina 2; and Alabama 6.

Thank you for your cooperation in this matter.

Cordially,

John Y. Yoshino

John Y. Yoshino, Chairman
Sub-Committee on Journal Promotion

January 15, 1962

Mr. John V. P. Lassoe, Jr.
NAIRO
Room 209
426 West 58th Street
New York 19, New York

Dear John:

John Yoshino is doing his usual capable job of breathing down my neck about a casual comment I made that I would "try" to find him some new subscribers for the Journal. He has now parlayed this into a "promise" that I will find him 50 new subscribers, a terrifying thought. It is, I guess, a good technique, since I am now bestirring myself to see what can be done.

Would you let me know what is available in the way of sample copies. Even a couple of dozen could be quite helpful, if properly placed.

Since I asked to be placed on your list for new position notifications, I have received as many notices of such as before I was on the list--none.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

PR - Nairo

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

January 26, 1962

Mr. Paul Rilling
Director of Field Activities
Southern Regional Council
5 Forsyth Street N. W.,
Atlanta 3, Georgia

Dear Paul:

Thank you for your letter of January 15,1962.

In response to your question, there is no reason why you cannot work in whatever area of the South you choose.

I look forwarded to meeting you in Pittsburgh.

Sincerely,

John Y. Yoshino

February 20, 1962

Miss Helen E. Amerman
Conference Chairman
NAIRO Conference Committee
1398-A Scenic Avenue
Berkeley 8, California

Dear Miss Amerman:

Mr. Rilling is out of the city but he has asked me to let you know that he will send you a summary of his remarks at the recent NAIRO conference as soon as he returns, Thursday of this week, Feburary 22.

Sincerely,

Marge Manderson
Administrative Secretary
Field Services

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OFFICE SECRETARY
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NAIRO

N- PR
Tell them he'll mail Thursday

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782
NAIRO CONFERENCE COMMITTEE, 1398-A Scenic Ave., Berkeley 8, Calif.

February 12, 1962

AIR MAIL

Mr. Paul M. Rilling
Southern Regional Council
Room 209, 5 Forsyth St., N. W.
Atlanta 3, Ga.

Dear Paul:

We are, at long last, on the verge of going to press with the 1961 NAIRO Conference Proceedings, but there are some gapsin our copy.

Apparently nobody here was given a copy of your remarks for the "Report from the South."

Please send me a copy without delay -- or a summary thereof. If, for any reason, you can't oblige, please let me hear from you by return mail.

Sincerely yours,

Helen

Helen E. Amerman
Conference Chairman

NAIRO - PR
Pers

March 20, 1962

Mr. John V.P. Lassoe, Jr.
Executive Director
NAIRO
Room 209, 426 West 58th Street
New York 19, New York

Dear John:

Congratulations on your new appointment with the Episcopal Church. I cannot help feeling some regret, however, at your leaving the NAIRO position. During your tenure with NAIRO you have created a positive image of the organization and you have made the position one of leadership and importance in the entire profession.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

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Chicago, Illinois

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****Legal Counsel*

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JOHN V. P. LASSOE, JR.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

February 27, 1962

Mr. Lloyd Davis, President
National Association of Intergroup
Relations Officials
c/o 501 East 32nd Street
Chicago 16, Illinois

Dear Lloyd:

This will confirm the fact that I have accepted appointment as executive secretary of the Division of Church and Community Studies, in the National Council of the Episcopal Church, effective April 15, 1962. The creation of this new division brings together two major and long-standing concerns of mine: the role of the Church in megalopolis, and the impact of mass urban living on the individual. I simply could not resist the challenge -- or the opportunity to meet it as a full-time occupation.

My pleasure and excitement over the new position are clouded by only one fact, namely that I must now resign as NAIRO's executive director. I have never given serious thought to the many job openings that came across my desk and I had almost come to the conclusion that nothing could lure me away from the exciting job that I have held for almost five years. I assure you that it is not a matter of money or responsibility or leadership or even security. It is simply a matter of a fresh challenge with an opportunity for special service in an area of abiding concern.

I take comfort from the realization that NAIRO has arrived at an important milestone in its history, one that lends itself especially well to a staff change. The period of internal development is all but complete, and we are turning now to a focus on external impact. With a solid foundation of membership support and interest, we are ready to speak for the profession, if not the field, in some of the new thrusts on old and new frontiers. Talents that may have lent themselves to NAIRO's first phase are by no means transferable, and I acknowledge freely that there are many others who can do a better job in external relations. I hope and trust that some such intergroup relations "ambassador" will be found to succeed me.

I wish that I could have tarried long enough to see the

final resolution of our financial difficulties, but again I am heartened by the fact that we are so close to our goal of self-support. Having survived the day when we had less than $50 in the bank, I should have liked to stay around for the final triumph over want. It was hard, believe me, to make the painful decision that this present opportunity was not likely to be repeated.

I must assume my new responsibilities on April 15th, but I shall be prepared to step aside for my replacement anytime after April 1st. You know that I will do everything in my power to make the transition as smooth as possible and that I stand ready to do anything I can to help NAIRO in the future. I have not lost confidence or interest in NAIRO's unique role and increasingly significant program, and will try to demonstrate that fact in the years to come.

In all that you do and in all that NAIRO does, you have my earnest good wishes.

Sincerely,

John V.P. Lassoe, Jr.

JOHN V.P. LASSOE, JR.
Executive Director

cc: Executive Committee
Board of Directors

NAIRO - PR - pers.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

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EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

March 23, 1962

Mr. Paul Rilling
Director of Field Activities
Southern Regional Council
Room 201
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Paul:

This letter confirms your appointment as Chairman of the NAIRO panel to investigate the complaint of Joseph Gross alleging that the termination of his appointment as Intergroup Relations Specialist with Region III of the HHFA was in violation of the principles of professional security and integrity. I am today sending letters to Rev. John Morris and Mrs. Ruby Hurley asking that they serve with you as panel members.

You are authorized to proceed in this investigation within the limits defined by the following procedures adopted by the NAIRO Board of Directors at its meeting of February 2-3, 1962.

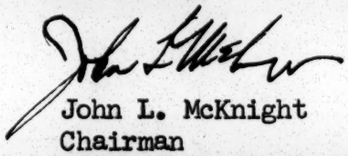
> "The panel members, in consultation with the Legal Counsel, shall review the allegations of the complaint with the individual requesting an investigation, and then decide whether to proceed. Investigation shall include attempts to interview all the principals involved and to review any pertinent records. Upon the conclusion of the inquiry, the panel members shall report their finding of fact in written form to the Chairman of the Panel on Professional Integrity and Security.
>
> "The Chairman shall submit a report of the investigation, findings of fact, and recommendations for action, if appropriate, to the Board of Directors of NAIRO."

Should the panel decide not to proceed with the investigation after reviewing the complaint and substantiating evidence with Mr. Gross, please provide me with a written report of the basis for this decision detailing the facts ascertained from the complainant.

I will inform Joe Gross and William Slayton, Commissioner of Urban Renewal, of your panel's appointment and request their full cooperation with your inquiry. You will, of course assure those individuals you seek to interview of the panel's intent to proceed without publicity at this point.

As I mentioned in our phone conversation, because this inquiry is our first, it will be precedent making. Both Lloyd Davis and I feel confident that your leadership of this inquiry will insure valuable guidelines for future panels.

Sincerely,



John L. McKnight
Chairman
Panel on Professional Integrity and Security
National Association of Intergroup Relations Officials
c/o 19 South La Salle Street
Chicago 3, Illinois

cc: Lloyd Davis
Abbott Rosen
John Lassoe
Richard Shapiro

JLM:jes

March 23, 1962

Mrs. Ruby Hurley
Southeast Region NAACP
859½ Hunter Street, N.W.
(Suite 107)
Atlanta 14, Georgia

Dear Mrs. Hurley:

As you may know, the Board of NAIRO has established a Panel on Professional Integrity and Security to investigate complaints of intergroup relations professionals who allege agency violations of professional standards. As Chairman of the Panel my responsibility includes appointment of local panels to investigate complaints filed by professionals.

Mr. Joseph Gross has filed a complaint with the Panel alleging violation of professional standards in the termination of his employment as Intergroup Relations Specialist with Region III of the HHFA. We are therefore in need of an Atlanta panel to conduct an inquiry in this case. Paul Rilling has agreed to serve as Chairman of the Atlanta panel. This letter is to ask that you serve as a panel member. Rev. John Morris is also being asked to serve. Mr. Rilling will contact you regarding your decision.

Becuase this is our first request for an investigation, Lloyd Davis and I have carefully considered the personnel for this panel. After reviewing the members of Atlanta's professional community we have agreed that you are one of three who can best fulfill this important, precedent making function for NAIRO. I'm sure you recognize the portent of this inquiry for the future of the profession. Therefore, I urge you to accept the appointment when Paul Rilling calls to ask your decision. He will provide you full details regarding the complaint and the procedures to be followed in the investigation.

Sincerely,

John L. McKnight
Chairman
Panel on Professional Integrity and Security
National Association of Intergroup Relations
Officials
c/o 19 South La Salle Street
Chicago 3, Illinois

cc: Paul Rilling
Lloyd Davis
Abbott Rosen
John Lassoe

JLM:jes

COPY

March 23, 1962

Rev. John Morris
ESCRU
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Fr. Morris:

As you may know, the Board of NAIRO has established a Panel on Professional Integrity and Security to investigate complaints of intergroup relations professionals who allege agency violations of professional standards. As Chairman of the Panel my responsibility includes appointment of local panels to investigate complaints filed by professionals.

Mr. Joseph Gross has filed a complaint with the Panel alleging violation of professional standards in the termination of his employment as Intergroup Relations Specialist with Region III of the HHFA. We are therefore in need of an Atlanta panel to conduct an inquiry in this case. Paul Rilling has agreed to serve as Chairman of the Atlanta panel. This letter is to ask that you serve as a panel member. (Mrs. Ruby Hurley is also being asked to serve.) Mr. Rilling will contact you regarding your decision.

Because this is our first request for an investigation, Lloyd Davis and I have carefully considered the personnel for this panel. After reviewing the members of Atlanta's professional community we have agreed that you are one of three who can best fulfill this important, precedent making function for NAIRO. I'm sure you recognize the portent of this inquiry for the future of the profession. Therefore, I urge you to accept the appointment when Paul Rilling calls to ask your decision. He will provide you full details regarding the complaint and the procedures to be followed in the investigation.

Sincerely,

John L. McKnight
Chairman
Panel on Professional Integrity and Security
National Assoication of Intergroup Relations
Officials
c/o 19 South La Salle Street
Chicago 3, Illinois

cc: Paul Rilling
Lloyd Davis
Abbott Rosen
John Lassoe

JLM:jes

March 23, 1962

Mr. Joseph Gross
1196 Converse Drive NE
Atlanta 5, Georgia

Dear Mr. Gross:

I have received your request of March 18, 1962 for an investigation of the termination of your employment as Intergroup Relations Specialist with Region III of the Housing and Home Finance Agency.

Following consultation with NAIRO President Lloyd Davis I have appointed a local panel to conduct an inquiry in your case. Mr. Paul Rilling has accepted appointment as Chairman of the panel to conduct an investigation. I am awaiting a response from Rev. John Morris and Mrs. Ruby Hurley regarding my request that they serve as the other two panel members. Your letter requesting an investigation has been forwarded to Mr. Rilling who will soon contact you for further information and evidence in substantiation of your allegations.

Upon completion of the local panel's investigation, a report of findings will be forwarded to me for review and recommendations for presentation to the Board of Directors.

Sincerely,

John L. McKnight
Chairman
Panel on Professional Integrity and Security
National Association of Intergroup Relations Officials
c/o 19 South La Salle Street
Chicago 3, Illinois

cc: Paul Rilling
Lloyd Davis
John Lassoe
Abbott Rosen

JLM:jes

COPY

COPY

March 23, 1962

Mr. William Slayton
Commissioner of Urban Renewal
Urban Renewal Administration
Lafayette Building
Washington 25, D. C.

Dear Mr. Slayton:

As Chairman of the Panel on Professional Integrity and Security of the National Association of Intergroup Relations Officials I have received a complaint from Mr. Joseph Gross alleging violation of professional standards in relation to the termination of his employment as Intergroup Relations Specialist, Region III, HHFA.

I have appointed a panel of three intergroup relations professionals residing in Atlanta, chaired by Mr. Paul Rilling of the Southern Regional Council, to conduct an inquiry in this case. The Atlanta panel will, of course, seek to conduct its investigation with careful objectivity, avoiding publicity.

We will appreciate the cooperation of your office and that of Atlanta HHFA officials should the panel seek information regarding the termination of Mr. Gross' employment.

Sincerely,

John L. McKnight
Chairman
Panel on Professional Integrity and Security
National Association of Intergroup Relations Officials
c/o 19 South La Salle Street
Chicago 3, Illinois

cc: Lloyd Davis
Paul Rilling
Abbott Rosen
John Lassoe

JLM:jes

1196 Converse Drive NE
Atlanta 5 Georgia
March 18, 1962

Mr. John L. McKnight, Executive Director
American Civil Liberties Union
17 South LaSalle Street
Chicago 3, Ill.

In your capacity as Chairman of NAIRO Committee on Professional Integrity

Dear Mr. McKnight:

Dick Shapiro has advised me that you are authorized to act in matters relating to violations of professional practices.

I have been employed as Intergroup Relations Specialist by Region III of the Housing and Home Finance Agency since November 14, 1959. My appointment was a TAPER, Temporary Appointment Pending the Establishment of a Register. On March 5th I was advised of the termination of my apppintment as of March 31st. The notice gave no reason for the termination but stated that the action should not be construed as a reflection on my character or ability.

Efforts on my part to secure an explanation have been to no avail except that I have been told that the termination may legally be made without a cause.

There has been, since the establishment of this position in the Regional office, a continous and systematic effort to frustrate the intergroup relations function. There is considerable evidence which can be brought to bear on this point. The termination of my appointment can only be regarded as the climax of this effort. In addition there is information both from within and without the Agency that a replacement for the position is being sought on a racially discrimnatory basis. This would violate the fair employment policy to which the HHFA is committed.

I trust that you can act promptly to take this matter up with appropriate officials in the HHFA. In view of the short notice your expeditious action is neccessary if a constructive resolution is to be achieved.

Sincerely yours,

Joseph Gross

Joseph Gross

cc: John V.P. Lassoe, Jr.
Lloyd Davis
Richard M. Shapiro

COPY

March 31, 1962

Mr. William Slayton
Urban Renewal Commissioner
HHFA
URA
Washington 25, D. C.

Dear Mr. Slayton:

I am most appreciative of your letter assuring the cooperation of URA officials with NAIRO representatives investigating the complaint of Mr. Gross. A copy of your letter has been forwarded to Mr. Paul Rilling, Chairman of the panel conducting the investigation.

Sincerely,

John L. McKnight
Chairman
Panel on Professional Security and Integrity
National Association of Intergroup Relations Officials
c/o 19 South La Salle Street
Chicago 3, Illinois

cc: Paul Rilling
Lloyd Davis

NAIRO -
PR - Personal

HOUSING AND HOME FINANCE AGENCY
URBAN RENEWAL ADMINISTRATION • *Washington 25, D. C.*

APR 3 1962

Mr. John L. McKnight
National Association of
Intergroup Relations Officials
c/o 19 South LaSalle Street
Chicago 3, Illinois

Dear Mr. McKnight:

This will acknowledge your letter of March 23 in which you requested HHFA cooperation in an inquiry which you propose to conduct in connection with the termination of employment of Mr. Joseph Gross, Intergroup Relations Officer in our Region III office, Atlanta, Georgia.

I am happy to advise you that within the bounds of propriety and Agency policy the Urban Renewal Administration and the HHFA Region III office will be pleased to cooperate with the panel which you have appointed. I am confident that if Mr. Paul Rilling, Chairman of the panel, will contact Mr. Walter E. Keyes, Administrator of Region III at Peachtree-Seventh Building, telephone number Trinity 6-3311, Mr. Keyes will give him his full cooperation.

I would like you to know that it is my sincere desire that every reasonable opportunity be afforded NAIRO and Mr. Gross to inquire into the circumstances which made this personnel action necessary. You may be pleased to know that Mr. Gross already has taken advantage of this opportunity which we afforded him this week when he came to Washington to discuss his situation with me and other appropriate officials of the HHFA and the URA.

Sincerely yours,

(sgd.) William L. Slayton

William L. Slayton
Urban Renewal Commissioner

NAIRO

April 24, 1962

Mr. John V. P. Lassoe, Jr.
NAIRO
Room 209
426 West 58th Street
New York 19, New York

Dear John:

Where are our sample copies of the mag?

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

NAIRO - PR pers

May 8, 1962

Mr. John L. McKnight
Executive Director
Illinois Division
American Civil Liberties Union
19 South LaSalle Street
Chicago 3, Illinois

Dear John:

We are nearly through with the Gross complaint, I believe. It is my hope that we can get a report to you late this week or early next.

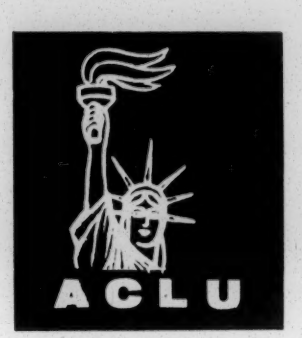
It is my assumption that this chore will exempt me from service on any subsequent panels for the next five years.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

ILLINOIS DIVISION
AMERICAN CIVIL LIBERTIES UNION
19 SOUTH LASALLE STREET • CHICAGO 3, ILLINOIS
TELEPHONE ANDOVER 3-6883



JOHN L. McKNIGHT
Executive Director

JOEL J. SPRAYREGEN
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May 4, 1962

Mr. Paul Rilling
Director of Field Activities
Southern Regional Council
Room 201
5 Forsyth, NW
Atlanta, Georgia

Dear Paul:

Just a brief note to urge that the panel investigating the Gross complaint send me its report as soon as possible. I would like to be able to review it with NAIRO legal counsel before the Board meeting of May 25 when I am hoping it can be considered.

I don't want to cause any unseemly haste that would result in anything else than a thorough and complete investigation. However, if you are nearly through I would like to be able to have this case presented at the next Board meeting.

Best regards,

John L. McKnight
Executive Director

JLMcK:pvm

To ✓

Memo FROM THE DESK OF **PAUL RILLING**

May 11, 1962

TO:

From Mrs. Ruby Marley
The Rev. John Morris ✓
Mr. Charles Wittenstein

would appreciate your comments and revisions as soon as possible.

— Good summary.
— Findings somewhat ~~that~~ inconclusive, although that's partly the situation, but McKnight will want more —
— See suggested addition →

D R A F T

Report of Atlanta Task Force of National Committee on Professional Integrity and Professional Security of National Association of Intergroup Relations Officials

Subject: Complaint of Joseph Gross, NAIRO member

Joseph Gross was employed in 1959 as Intergroup Relations Specialist on the staff of the Urban Renewal Branch, Housing and Home Finance Agency, Region 3. No registry having been established for this position, Mr. Gross ~~was~~ had a temporary appointment. He held the rank of GS-12.

In March of 1960 and ~~in~~ 1961, Mr. Gross received Evaluation Ratings of Satisfactory, signed by his immediate superior, Mr. E. Bruce Wedge, Regional Director of Urban Renewal. He did not receive a rating ~~in January of~~ 1962. On March 5th, he received formal notice that his appointment would be terminated as of March 31, 1962. Notice of termination indicated that the action was without prejudice to Mr. Gross.

Shortly after receiving notice of termination, Mr. Gross wrote to the president of NAIRO requesting an investigation of the circumstances surrounding his dismissal by the National Committee on Professional Integrity and Professional Security. The chairman of the Committee, Mr. John McKnight, appointed an Atlanta-based subcommittee consisting of Paul Rilling, chairman; Mrs. Ruby Hurley, the Rev. John B. Morris. This subcommittee requested Charles Wittenstein, NAIRO member, to serve as counsel.

Mr. Gross' grievances as outlined to this committee were primarily two in number. (1) He was terminated on short notice, and without cause. He pointed out that every rating he had been given while employed in the position had been satisfactory and that no cause for dismissal was noted on his notice of termination. He stated further that he had asked both Mr. Wedge, Director of Urban Renewal, and Walter E. Keyes, Regional Administrator of HHFA, for the cause of his termination and that no answer had been given him, either verbally or in writing. He contended that the form of dismissal was "arbitrary and contrary to normal procedure and professional security." (2) Mr. Gross contended that one reason for his dismissal was to vacate the position so that a Negro might be appointed to the position. He stated he felt that the policy of the National agency was to have minority group representatives in the positions of Intergroup Relations Specialists with Urban Renewal, and that he believed that pressure from Washington on the Regional Office to comply with this policy was a factor in his dismissal. He indicated that he had received some verbal corroboration of this opinion from HHFA officials in Washington. He further stated that he believes that he was employed originally in 1959 because the Regional Administrator wished to avoid compliance with this policy and preferred to employ a white man in the position. Mr. Gross indicated he was not aware of this

factor when he accepted the position.

The committee interviewed Mr. Gross; Mr. E. Bruce Wedge; Mr. Walter E. Keyes; Mr. Frank Killenbeck, Personnel Officer; and Mr. Hearn, Counsel. Counsel for the committee also checked with the Regional Office of the Civil Service Commission concerning procedure and normal practices.

The committee learned that as a temporary or "TAPER" appointee, Mr. Gross had no protection under Civil Service. There was no violation of Civil Service procedure or of legality involved in the procedure of dismissal. It was informally stated by a member of the staff of the Civil Service Commission, however, that the form of the dismissal was "quite unusual." Mr. Wedge and Mr. Killenbeck did not deny to the committee that the procedure was unusual.

Both Mr. Wedge and Mr. Keyes strongly denied that the factor of race was in any way connected with the termination of Mr. Gross' employment. Mr. Keyes noted, however, that the position did require a representative of a "minority group" and that Mr. Gross had been considered qualified because of his Jewish religion.

Both Mr. Wedge and Mr. Keyes maintained that no cause for termination had been given on the notice of termination to Mr. Gross out of a desire to avoid embarrassment to Mr. Gross. The view was expressed that had causes been listed, it would become most difficult for Mr. Gross to find Federal employment again. Mr. Keyes ~~was obviously somewhat irritated with Mr. Gross' request for a NAIRO investigation and~~ stated that "if Mr. Gross presses hard enough he can get the causes listed on the record." Mr. Wedge said that cause of dismissal was Mr. Gross' inability to work with other members of the staff and with his supervisor. He stated that he did not question Mr. Gross' professional competence and that the problems were of personality and temperament. He suggested that Mr. Gross did not take supervision well, that he was dogmatic in pressing his own views, and that he was unable to work cooperatively with others on the staff. Mr. Wedge emphasized that there had been several conferences at which he had attempted to smooth out the incompatibilities and achieve a better understanding with Mr. Gross.

Mr. Keyes stated that he did not have a detailed knowledge of Gross' employment record. He said that in signing the dismissal notice he was primarily following the recommendation of Mr. Wedge and of the Personnel Department. He did add, however, that he noted that Gross kept irregular hours, that he conducted outside business during office hours, that he was secretive.

There were some indications that Mr. Gross might have clashed with some members of the staff of HHFA concerning the implementation of the non-discriminatory provisions of the Urban Renewal Act. Mr. Wedge suggested that Gross did not understand the need for "being realistic" and "moving gradually" to protect minority rights.

Findings of the Committee

(1) Mr. Gross was terminated on somewhat less than 30 days notice, without stated cause, and following two previous Evaluation Ratings of "Satisfactory."

(2) The agency may or may not have terminated for adequate cause. The nature of the complaints against Mr. Gross are too subjective and ~~[illegible]~~ intangible for a fair and adequate appraisal by this committee.

(3) HHFA may feel that this position should be filled by a Negro. Agency requirements that the position be filled by a minority group representative would seem to logically suggest a Negro in the Atlanta office. Nothing on the record, however, indicates that Washington made any representations concerning this matter at or prior to the time of Mr. Gross' dismissal. Nothing in the record supports Mr. Gross' contention that his dismissal was partly due to a desire to clear the position for a Negro appointee.

(4) Some indication incompatability a result of tensions built into the job, requiring that Gross encourage policies at times which there's some reason to believe the local authorities in H.H.F.A. are reluctant to pursue. On other hand, Gross probably isn't overly equipped with a talent for directing advice where it's unwanted.

(or something there to!)

NAIRO
PR P-1

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Subject; Complaint of Joseph Gross, NAIRO member

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He further stated that he believes that he was employed originally in 1959 because the Regional Administrator wished to avoid compliance with this policy and preferred to employ a white man in the position. Mr. Gross indicated he was not aware of this factor when he accepted the position.

The committee interviewed Mr. Gross; Mr. E. Bruce Wedge; Mr. Walter E. Keyes; Mr. Frank Killenbeck, Personnel Officer; and Mr. Hearn, Counsel. Counsel for the committee also checked with the Regional Office of the Civil Service Commission concerning procedure and normal practices.

The committee learned that as a temporary or "TAPER" appointee, Mr. Gross had no protection under Civil Service. There was no violation of Civil Service procedure or of legality involved in the procedure of dismissal. It was informally stated by a member of the staff of the Civil Service Commission, however, that the form of the dismissal was "quite unusual." Mr. Wedge and Mr. Killenbeck did not deny to the committee that the procedure was unusual.

Both Mr. Wedge and Mr. Keyes strongly denied that the factor of race was in any way connected with the termination of Mr. Gross' employment. Mr. Keyes noted, however, that the position did require a representative of a "minority group" and that Mr. Gross had been considered qualified because of his Jewish religion.

Both Mr. Wedge and Mr. Keyes maintained that no cause for termination had been given on the notice of termination to Mr. Gross out of a desire to avoid embarrassment to Mr. Gross. The view was expressed that had causes been listed, it would become most difficult for Mr. Gross to find Federal employment again. Mr. Keyes stated that "if Mr. Gross presses hard enough he can get the causes listed on the record." Mr. Wedge said that cause of dismissal was Mr. Gross' inability to work with other members of the staff and with his supervisor. He stated that he did not question Mr. Gross' professional competence and that the problems were of personality and temperament. He suggested that Mr. Gross did not take supervision well, that he was dogmatic in pressing his own views, and that he was unable to work cooperatively with others on the staff. Mr. Wedge emphasized that there had been several conferences at which he had attempted to smooth out the incompatibilities and achieve a better understanding with Mr. Gross.

Mr. Keyes stated that he did not have a detailed knowledge of Gross' employment record. He said that in signing the dismissal notice he was primarily following the recommendation of Mr. Wedge and of the Personnel Department. He did add, however, that he noted that Gross kept irregular hours, that he conducted outside business during office hours, that he was secretive.

Findings of the Committee

1. Mr. Gross was terminated on somewhat less than 30 days' notice, without stated cause, and following two previous Evaluation Ratings of "Satisfactory."

2. The agency may or may not have terminated for adequate cause. The nature of the complaints against Mr. Gross are too subjective and intangible for a fair and adequate appraisal by this committee.

3. HHFA may feel that this position should be filled by a Negro. Agency requirements that the position be filled by a minority group representative would seem to logically suggest a Negro in the Atlanta office. Nothing on the record, however, indicates that Washington made any representations concerning this matter at or prior to the time of Mr. Gross' dismissal. The committee was unable to deduce any evidence supporting Mr. Gross' contention that his dismissal was partly due to a desire to clear the position for a Negro appointee.

4. There were some indications that some of the conflict leading to Mr. Gross' termination might have been due to sincere differences of viewpoint concerning the implementation of the non-discriminatory provisions of the Urban Renewal Act. To some extent the position of Intergroup Relations Specialist requires him to represent the interest of minority groups and to press for stronger policies than others in the agency may see as appropriate. Mr. Wedge, for instance, suggested that Gross did not understand the need for "being realistic" and "moving gradually" to protect minority rights.

N — PR Pers

May 17, 1962

Mr. John Y. Yoshino
The President's Committee on Equal Employment Opportunity
Washington 25, D. C.

Dear John;

We are finally cranking up a major effort on the Journal. The enclosed letter went out all over the South and some results are already trickling in. I apologize for the lack of performance to date. I can only plead a busy schedule and the fact that I have been trying to get sample copies since last winter. They arrived in our office last week and were sent out immediately.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm
Enclosure

NAIRO PR Pers

May 23, 1962

Mr. Lloyd Davis
President
NAIRO
c/o Town Center Plaza
1100 - 6th Street, S.W.
Washington 25, D. C.

Dear Lloyd;

I do not feel I can accept appointment to the NAIRO task force. I am heavily committed elsewhere during the June 7-8 meeting, and will be out of the country from June 27 through the first week of August. Sorry. See you at the board meeting.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

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LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

PRESIDENT-ELECT
EDWARD RUTLEDGE
State Commission Against Discrimination
New York, New York

VICE-PRESIDENTS
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National Committee Against Discrimination in Housing
New York, New York
JOHN A. MORSELL
N.A.A.C.P.
New York, New York

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FRANCES R. COUSENS
Fair Employment Practices Commission
Detroit, Michigan

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IRVING GOLDABER
Commission on Intergroup Relations
New York, New York

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President's Committee on Equal Employment Opportunity
Washington, D. C.

**NAIRO Regional Chairmen*
***Membership Chairman*
****Legal Counsel*

EXECUTIVE DIRECTOR
JOHN V. P. LASSOE, JR.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
~~ROOM 202 426 WEST 58TH STREET NEW YORK 19, N.Y. JU 6-0782~~

2027 Massachusetts Avenue, N.W.
Washington 6, D.C.
21 May 1962

Dear Paul:

Please note the attached draft working paper on the activities of our NAIRO Task Force I. It is important that we follow through with proposed recommendations for executive action in intergroup relations which were developed by our 16-man task force of experience professional workers and in this respect I am asking you to accept appointment on our Task Force Number II. I am asking members of the NAIRO Board to give this draft their careful attention and have suggested that they be prepared to offer suggestions, additions, etc., to the draft working paper at the time of the national Board meeting on May 24, 25 here in Washington.

I am calling a meeting of our Task Force Number II for:

June 7-8	beginning at 9 a.m. on June 7th and concluding at 4 p.m. on June 8.
Place:	Post Office Department Report to Room 3109

Please let me know if you can be in attendance.

Reply to: Lloyd Davis
Town Center Plaza
1100 6th Street, S.W.
Washington 25, D.C.

Please come prepared to discuss the attached document.

Sincerely,

Lloyd

LLOYD DAVIS
President

fib
Enclosure

Mr. Paul Rilling
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

N-
PR pers

May 29, 1962

Miss Frankye Brown
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Miss Brown:

Are there available brochures or subscription forms for the Journal? If so, can we have several hundred?

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

June 2nd, 1962

Mr. Shelton Granger
Cleveland Urban League
2123 East 9th Street
Cleveland 15, Ohio

Dear Tony:

Since returning from the NAIRO Conference held in San Francisco, California, I have been thinking of ways and means of increasing the circulation of the Journal in the United States.

Of the 336 subscribers to the Journal I noticed that only 12 are with the local Urban Leagues. This list of 336 subscribers is exclusive of the Journal being sent to NAIRO members.

It would be exceedingly helpful if you, as the Chairman of the Journal Board, would write to the 63 Urban Leagues urging them to subscribe to the Journal. We ought to very easily increase the list by 50 = this, plus the 50 subscriptions that Paul Rilling of Atlanta promised he would get for us would meet one-half of the quota of 200 set by President Lloyd Davis.

Thanks for your cooperation in this matter.

Cordially

John Y. Yoshino, Chairman
Sub-committee on Journal Promotion

JYY:rt

cc: Mr. Sam Spiegler
cc: Mr. Paul Rilling

N — PR

June 5, 1962

Mr. Robert A. Thompson
Director
Atlanta Urban League
239 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Tommy:

Dick Shapiro and several other persons have expressed irritation at my recent memo to local membership about the cause of expanding subscriptions to the NAIRO journal. They have indicated, in effect, that this should be the business of the local chapter and not mine.

Therefore, in my capacity as Southern Chairman of the NAIRO subscription expansion drive, I would like to solicit the aid of the local chapter and ask for an opportunity to present it at the next meeting.

Sincerely,

Paul M. Rilling
Southern Chairman
NAIRO Subscription Expansion Drive

PR:mm

N
PR - pers.

June 5, 1962

Mr. Robert A. Thompson
Director
Atlanta Urban League
239 Auburn Avenue, N.E.
Atlanta, Georgia

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Dick Shapiro and several other persons have expressed irritation at my recent memo to local membership about the cause of expanding subscriptions to the NAIRO journal. They have indicated, in effect, that this should be the business of the local chapter and not mine.

Therefore, in my capacity as Southern Chairman of the NAIRO Journal Subscription Expansion Drive, I would like to solicit the aid of the local chapter and ask for an opportunity to present it at the next meeting.

Sincerely,

Paul M. Rilling
Southern Chairman
NAIRO Journal Subscription
Expansion Drive

PR:mm

N-
PR pers

June 12, 1962

Mr. John L. McKnight
Chairman
Panel On Professional Integrity and Security
NAIRO
c/o 19 South LaSalle Street
Chigago 3, Illinois

Dear John:

As you will note from the enclosed growing file, Nellum bucked the whole business back to me suggesting further investigation. The May 25 decision of the Board to which he referred authorized the Executive Committee to act for the Board in this case. Have the documents been reviewed by the Executive Committee?

The members of the panel here see no point in further investigation in Atlanta. I note that one of the specific points Nellum wanted clarified calls for a NAIRO investigation in Washington with the HHFA. I hope that this can be done, This relates to Finding 3.

The other matter on which you asked for further clarification in your letter of May 24 relates to Finding 4. As I attempted to make clear in our original report, we feel that there was a difference of viewpoint between Mr. Gross and his superiors. Our Finding 4 was purposely unclear on this point because although we felt that it was quite possible that part of the problem was opposition by his superiors to the goals and functions of the position, we did not uncover evidence that would support this position in any clearcut form.

I will add the following observations which we did not include in the official report.

1. Mr. Gross quite clearly indicated in response to questions that he did feel that some of his key superiors were opposed to the goals and functions of his position.

2. He said further that he did not wish to base his complaint on this ground because of the difficulty of proving such a contention and because of the "complex and subtle" nature of the evidence which would have to be developed.

3. Mr. Gross stated that he felt that this particular aspect of the matter had come to the attention of the national HHFA office and would be remedied by internal acitons. It is of interest to note, although not necessarily relevant, that Mr. Keyes has recently been retired, effective shortly.

4. Mr. Gross wanted his complaint to be judged on the two grounds outlined in the last paragraph, page 1, of our report.

You indicate you see no grounds for action by NAIRO on his first greviance. I agree with you that an effort should be made in Washington to appraise the validity of his second grievance. We can go no further on either of them here.

Another bit of information: Gross stated that Booker McGraw at HHFA told him that the national agency wanted a Negro in the position. Carry on.

Sincerely,

Paul M. Rilling

PR:mm
Enclosures

NAIRO - PR pers

M E M O R A N D U M

June 21, 1962

TO: Fred Routh
John Yoshino

FROM: Paul Rilling

I'm finding it difficult to sufficiently solicit Journal subscriptions without promotional flyers or subscription blanks. I hope we can develop such material in the near future.

PR:mm

N
PR Pers

August 28, 1962

Mr. Fred Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D.C.

Dear Fred:

What the hell ever happened to the Gross case?!! He has been pressing me and I don't blame him.

It seems to me that in the light of this experience you might want to consider the procedure employed in future investigations of this sort.

It now appears that I will not be able to attend the September board meeting, unfortunately. I will be in Albany, instead. Albany, Georgia, that is.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

NAIRO RESOLUTION

"The National Association of Intergroup Relations Officials at its 9th Annual Conference in Milwaukee on December 2, 1955, hails the progress which has been made in a significant number of states and communities in implementing the decisions of the U.S. Supreme Court declaring segregation in public schools unconstitutional.

"Such progress indicates that where State and local authorities have stood firm in their decision to obey the law and the Constitution, desegregation has taken place successfully. NAIRO also applauds those local organizations and private citizens who have loyally supported their school and governmental authorities in these localities.

"The Association calls upon the religious, civic and governmental bodies immediately to institute similar action in those states which have not as yet complied with the supreme law of the land.

"NAIRO condemns the threats, intimidations and violence by groups who are attempting to stifle the voices of those who are seeking to obtain compliance with the Constitution of the United States. It urges the Federal Government to use its full powers to halt efforts to prevent fulfillment of the Constitutional Command.

"Particularly reprehensible are attempts by certain state government leaders, organizations like the 'white' citizens councils, and the recent efforts of a national newspaper chain to smear responsible, widely respected organizations like the Southern Regional Council, NAACP, and the Fund for the Republic which have supported lawful and orderly methods for bringing about the desegregation of the public schools.

"NAIRO expresses its full confidence that the overwhelming majority of the American people in all sections of the country favor swift compliance with the Supreme Court decision to the end that, not only will our public schools be desegregated but also that the resultant integration will produce ever greater cooperation and understanding among all Americans."

Summary of Conference
on
Farmer Cooperatives & Job Training
Held September 22-27, 1963
at Penn Center, Frogmore, S. C.
Sponsored By
National Sharecroppers Fund
and
South Carolina Council on Human Relations

(NOTE: This summary was prepared by Austin V. Edwards, Orangeburg, South Carolina, who was invited to attend the conference. The views expressed below are not his, but those he felt were expressed by the conference participants.)

The conference was officially started Sunday evening, September 22, 1963 with an opening statement of purpose by Miss Fay Bennett, Executive Secretary, National Sharecroppers Fund; and words of welcome from Mr. Courtney Siceloff, Director of Penn Center, and Mrs. Alice Spearman, Executive Director, South Carolina Council on Human Relations. There were 245 participants in attendance, coming mostly from Georgia, Virginia, Alabama, Mississippi, Louisiana, Tennessee, North Carolina and eighteen counties in South Carolina.

The keynote message of Dr. Frank P. Graham, Mediator, United Nations, and Chairman, National Board, National Sharecroppers Fund, was read by Miss Fay Bennett since Dr. Graham was absent due to illness. This message really set the stage for the deliberations that followed during the course of the conference. In his message Dr. Graham pointed out several important factors for consideration, among them:

1. Man has developed the capacity for production, and the capacity for destruction, unprecedented in history.

2. A family income of $4,000.00 per year is needed in America today to keep a family living above the level of poverty.

3. By this standard 68% of all farm families in the south -- and of these, 80% of them Negro farm families live in poverty.

4. It is evident that some vocational educational programs are geared too much to the past rather than to the present and future to be of maximum help to a substantial number of farm families.

5. The prime purpose of this conference is to bring an awareness to all farm families of the opportunities to initiate and participate in local, state and federal programs for the purpose of self help for the present, and to provide a fairer future for their children.

Most of the conference time on Monday and Tuesday was devoted to developing a better understanding as to what farmer cooperatives are, and what role, if any, they may play in assisting farm families to achieve participation in and benefits from new and existing programs at all levels

of government. During these two days, seven well known experts on cooperatives, private and government officials, addressed the conference which was followed by lively discussions. Some of the major points brought out were:

1. In the same manner that government, private business, and farms are getting bigger and bigger in America, cooperatives are doing likewise. A hypothetical figure of $200,000.00 per year was mentioned as the suitable volume at which a local cooperative or a segment of a large cooperative may expect to be operated successfully. There are about 9,000 farmer cooperatives in the United States today.

2. Cooperatives may serve a useful purpose, in some cases as a vehicle in implementing farm programs on the local level. The services of Rural Area Development may be activated through some farmer cooperatives. Inquiries directed to The Cooperative League of the USA, Washington, D.C., may provide valuable information to persons interested.

3. A feasibility study must be made before a cooperative may be successfully launched, because a cooperative venture should not be created or revived unless there is a definite need to be served.

4. Many existing farmer cooperatives stand ready to serve small farmers and enable them to reap benefits in the form of dividends.

5. Some educational attainment is required to understand the functions of a cooperative and is a basic requirement to participate in the activities of a coop effectively.

The conference program on Wednesday was devoted to two major points of interest:

1. Credit for rural needs, and 2. Participation of small farmers in U.S.D.A. programs concerned with credit.

Five resource persons explained the various ways in which financial credit could be secured by farmers and rural groups. They represented the agencies of the Farm Credit Administration, The Farmers Home Administration, Small Business Administration, and local credit unions. The availability of credit to small farmers through local banks and conventional sources of credit was not mentioned, perhaps due to the absence of the president of a bank who was scheduled to participate on the program, but was unable to attend.

In the afternoon and evening on Wednesday, five individuals, all of whom were federal officials gave their views on the participation of small farmers in various agencies of the USDA. The Federal Extension Service of Washington was represented as well as FHA, S.C.S., A.S.C.S. and the Forestry Service. The theme of all of the government officials seems to present a solid front that the primary purpose of government is to meet the needs of its people. In the discussion that followed it was brought out that racial segregation was practiced in some localities, especially in Alabama and Mississippi, to the extent that a vast number of people are not being served and these people are the ones the programs were designed to assist.

For the most part all of Thursday and Friday (this report was read at noon on Friday) was devoted to the problems of employment needs and opportunities. Emphasis was placed on the facing up to job training needs, employment opportunities, and the effective functioning of state and local agencies in keeping with the national interest in unemployment and underemployment in the southeastern United States. ARA and USDL were represented by their research specialists, statisticians, and training specialists. The State Department of Education discussed education needs of adults.

SOME GENERAL COMMENTS ON THE CONFERENCE

1. The people in attendance at this conference came from many different walks of life. They included dirt farmers, teachers, ministers, federal employees, state and county employees, The Congress of Racial Equality, Student Nonviolent Coordinating Committee, Human Relations Council, and National Sharecroppers Fund. Some of the people present were among those who: (a) make things happen, (b) watch things happen, and (c) never knew anything ever happened.

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7. The federal government is geared to the elimination of segregated services for all people.

8. The conference admonished the youth in attendance that they were needed, they are loved and admired, they are free under our system to protest and be vocal; however, ambition and aggressiveness should be tempered with patience and responsibility. Demonstrations in the streets cannot replace education in the classrooms.

9. This conference reflected the problems, frustrations, successes, conflicts, and unrest that are being experienced in the transition of socio-economic changes in the southeastern United States, as well as the rest of the country.

(The conference adopted a "Statement and Recommendations" concerning various government programs which is reproduced separately.)

A conference on
A BETTER LIFE FOR MISSISSIPPI FARM FAMILIES
sponsored by National Sharecroppers Fund
February 29 - March 1, 1964
Mt. Beulah Christian Center
Edwards, Mississippi

Tentative Program

Purpose: To acquaint leaders of low-income farm and rural families with the opportunities offered by governmental agencies to improve their economic position.

Saturday, February 29

10:00 a.m. Registration

11:00 a.m. Informal get-together and discussion of needs and questions that need answering

12:30 p.m. Lunch

2:00 p.m. Rural Areas Development
Building for a Better Future - Jac Wasserman, Project Director, National Sharecroppers Fund
What RAD Can Mean to the Small Farmer - L. A. Potts, Special Assistant to the Secretary, U.S. Department of Agriculture
Role of Technical Action Panels in Bringing Together Available USDA Resources - T. B. Fatherree, State Director, Farmers Home Administration
Role of State Extension Service in Aiding Low-Income Farmers - W. M. Bost, Director, Mississippi State Extension Service

4:00 p.m. Questions and Discussion

6:00 p.m. Dinner

7:30 p.m. Address: "How Small Farmers Fit Into Today's Agricultural Economy" - A. L. Edwards, Deputy Assistant Secretary, USDA

8:30 p.m. Workshops with RAD Panel and Resource Specialists

Sunday, March 1

7:30 a.m. Breakfast

9:00 a.m. Credit Programs for Farm and Rural People
--Through Farmers Home Administration - T. B. Fatherree
--Through Credit Unions - Donald R. Slatton, Managing Director, Mississippi Credit Union League
--Through Farm Credit Banks - Neal Pendleton, President, New Orleans Bank for Cooperatives

12:30 p.m. Lunch

2:00 p.m. The Role of Farmer Cooperatives
Job K. Savage, Director, Management Services Division, Farmer Cooperative Service, U.S. Department of Agriculture
E. G. Spivey, General Manager, Mississippi Federated Cooperatives

3:00 p.m. Questions and Discussion
4:00 p.m. Adjournment

A BETTER LIFE FOR GEORGIA FARM FAMILIES
A conference sponsored by
National Sharecroppers Fund
March 7-8, 1964
Fort Valley State College
Fort Valley, Georgia

Purpose: To acquaint leaders of low-income farm and rural families with the opportunities offered by governmental and private agencies to improve their economic position.

Saturday, March 7

10:00 a.m. Registration
11:00 a.m. Informal get-together and discussion of needs and questions that need answering
12:30 p.m. Lunch

2:00 p.m. Rural Areas Development
Building for a Better Future - Jac Wasserman, Project Director, National Sharecroppers Fund
What RAD Can Mean to the Small Farmer - L. A. Potts, Special Assistant to the Secretary, U.S. Department of Agriculture
How Technical Action Panels Work to Promote Rural Development in Georgia - D. D. Slappey, Chief, Real Estate Loan Division, Farmers Home Administration
The Role of State Extension Service in Aiding Low-Income Farmers - Dewitt Harrell, RAD Representative, Georgia Cooperative Extension Service

4:00 p.m. Questions and Discussion

6:00 p.m. Dinner

7:30 p.m. Address: The Small Farmer in Today's Agricultural Economy - Alfred L. Edwards, Deputy Assistant Secretary, USDA

8:30 p.m. Workshops with RAD Panel and Resource Specialists - Discussion Leader: Thomas L. Delton, Office of Rural Areas Development, U.S. Department of Agriculture

Sunday, March 8

7:30 a.m. Breakfast

9:00 a.m. Credit Programs for Farm and Rural People
--Through Farmers Home Administration - S.L. VanLandingham, State Director, Farmers Home Administration
--Through Credit Unions - J. Theodore Rutland, Associate Regional Representative, Bureau of Federal Credit Unions
--Through Farm Credit Banks - Representative of Farm Credit Banks of Columbia, South Carolina

12:30 p.m. Lunch

2:00 p.m. The Role of Farmer Cooperatives
Henry W. Bradford, Chief, Cotton and Oilseed Branch, Farmer Cooperative Service, U.S. Department of Agriculture
M. C. Gay, Secretary, Georgia Cooperative Council
3:00 p.m. Questions and Discussion
4:00 p.m. Adjournment

A BETTER LIFE FOR MISSISSIPPI FARM FAMILIES
A conference sponsored by
National Sharecroppers Fund
February 29 - March 1, 1964
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11:00 a.m. Informal get-together and discussion of needs and questions that need answering
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What RAD Can Mean to the Small Farmer - L. A. Potts, Special Assistant to the Secretary, U.S. Department of Agriculture
How Technical Action Panels Work to Promote Rural Development in Mississippi - T. B. Fatherree, State Director, Farmers Home Administration
The Role of State Extension Service in Aiding Low-Income Farmers - W. E. Ammons, Mississippi Cooperative Extension Service

4:00 p.m. Questions and Discussion

6:00 p.m. Dinner

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7:30 a.m. Breakfast

9:00 a.m. Credit Programs for Farm and Rural People
--Through Farmers Home Administration - T. B. Fatherree
--Through Credit Unions - Donald R. Slatton, Managing Director, Mississippi Credit Union League
--Through Farm Credit Banks - William R. Sharman, Assistant Director of Information, Farm Credit Banks of New Orleans

12:30 p.m. Lunch

2:00 p.m. The Role of Farmer Cooperatives
Henry W. Bradford, Chief, Cotton and Oilseed Branch, Farmer Cooperative Service, U.S. Department of Agriculture
E. G. Spivey, General Manager, Mississippi Federated Cooperatives

3:00 p.m. Questions and Discussion
4:00 p.m. Adjournment

NOTE: Mt. Beulah Christian Center is located about 30 miles west of Jackson, just off Hwy. 80 or Int. 20.

Summary of Conference
on
Farmer Cooperatives & Job Training
Held September 22-27, 1963
at Penn Center, Frogmore, S. C.
Sponsored By
National Sharecroppers Fund
and
South Carolina Council on Human Relations

(NOTE: This summary was prepared by Austin V. Edwards, Orangeburg, South Carolina, who was invited to attend the conference. The views expressed below are not his, but those he felt were expressed by the conference participants.)

The conference was officially started Sunday evening, September 22, 1963 with an opening statement of purpose by Miss Fay Bennett, Executive Secretary, National Sharecroppers Fund; and words of welcome from Mr. Courtney Siceloff, Director of Penn Center, and Mrs. Alice Spearman, Executive Director, South Carolina Council on Human Relations. There were 245 participants in attendance, coming mostly from Georgia, Virginia, Alabama, Mississippi, Louisiana, Tennessee, North Carolina and eighteen counties in South Carolina.

The keynote message of Dr. Frank P. Graham, Mediator, United Nations, and Chairman, National Board, National Sharecroppers Fund, was read by Miss Fay Bennett since Dr. Graham was absent due to illness. This message really set the stage for the deliberations that followed during the course of the conference. In his message Dr. Graham pointed out several important factors for consideration, among them:

1. Man has developed the capacity for production, and the capacity for destruction, unprecedented in history.

2. A family income of $4,000.00 per year is needed in America today to keep a family living above the level of poverty.

3. By this standard 68% of all farm families in the south -- and of these, 80% of them Negro farm families live in poverty.

4. It is evident that some vocational educational programs are geared too much to the past rather than to the present and future to be of maximum help to a substantial number of farm families.

5. The prime purpose of this conference is to bring an awareness to all farm families of the opportunities to initiate and participate in local, state and federal programs for the purpose of self help for the present, and to provide a fairer future for their children.

Most of the conference time on Monday and Tuesday was devoted to developing a better understanding as to what farmer cooperatives are, and what role, if any, they may play in assisting farm families to achieve participation in and benefits from new and existing programs at all levels

of government. During these two days, seven well known experts on cooperatives, private and government officials, addressed the conference which was followed by lively discussions. Some of the major points brought out were:

1. In the same manner that government, private business, and farms are getting bigger and bigger in America, cooperatives are doing likewise. A hypothetical figure of $200,000.00 per year was mentioned as the suitable volume at which a local cooperative or a segment of a large cooperative may expect to be operated successfully. There are about 9,000 farmer cooperatives in the United States today.

2. Cooperatives may serve a useful purpose, in some cases as a vehicle in implementing farm programs on the local level. The services of Rural Area Development may be activated through some farmer cooperatives. Inquiries directed to The Cooperative League of the USA, Washington, D.C., may provide valuable information to persons interested.

3. A feasibility study must be made before a cooperative may be successfully launched, because a cooperative venture should not be created or revived unless there is a definite need to be served.

4. Many existing farmer cooperatives stand ready to serve small farmers and enable them to reap benefits in the form of dividends.

5. Some educational attainment is required to understand the functions of a cooperative and is a basic requirement to participate in the activities of a coop effectively.

The conference program on Wednesday was devoted to two major points of interest:

1. Credit for rural needs, and 2. Participation of small farmers in U.S.D.A. programs concerned with credit.

Five resource persons explained the various ways in which financial credit could be secured by farmers and rural groups. They represented the agencies of the Farm Credit Administration, The Farmers Home Administration, Small Business Administration, and local credit unions. The availability of credit to small farmers through local banks and conventional sources of credit was not mentioned, perhaps due to the absence of the president of a bank who was scheduled to participate on the program, but was unable to attend.

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2. The geographic area about which most of the discussion was directed, the Southeast, is considered to be burdened with poverty, ignorance, racial discrimination, unemployment and underemployment.

3. The conference served to reflect that times are changing, political and power structure roadblocks are being overcome, though too slowly for many.

4. Speakers and other consultants repeatedly gave a step by step approach in securing information for rural people and reporting of injustices where they are known to exist. Identification and documentation is needed for speedy action.

5. Just taking advantage of the opportunities that will occur in the immediate future will prove to be a full time job for many people.

6. The complete absence of any representative from the State Extension Service System was noted even though invitations went out to that arm of the service also.

7. The federal government is geared to the elimination of segregated services for all people.

8. The conference admonished the youth in attendance that they were needed, they are loved and admired, they are free under our system to protest and be vocal; however, ambition and aggressiveness should be tempered with patience and responsibility. Demonstrations in the streets cannot replace education in the classrooms.

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P R O P O S A L

The Rural Advancement Project

The Rural Advancement Project is a cooperative program for economic, health, and educational advancement in the rural areas of southern states, sponsored by the state Councils on Human Relations, the National Sharecroppers Fund, and the Southern Regional Council.

Goals of the Program:

(1) To stimulate the development of local rural leadership and community organization.

(2) To document the needs of local areas and to present findings and recommendations to appropriate federal, state, and local administrative agencies.

(3) To bring information about available federal and state programs to those who are eligible but have thus far not benefitted, and to assist them in obtaining the benefits to which they are entitled.

(4) To combat discriminatory practices in the administration of government programs designed to assist low-income farm and other rural people.

The Need and Opportunity:

Despite an outmigration of millions of people from the rural areas in the past two decades, rural underemployment is currently estimated to be the equivalent of four million persons. If the job openings needed for rural young people in the next decade are added, the job gap becomes an estimated eight million.

Continued outmigration is not a satisfactory answer to this situation. Some people who have spent their lives in farming are too old or too ill-educated to learn another trade. Many farm workers and young people would like to stay in rural communities if training and employment opportunities were available. Further, those who leave the rural areas usually lack the skills needed to compete successfully in the shrinking industrial job market. Under these conditions migration is likely to mean a swelling of city relief and crime rolls, rather than a better life for the migrants. What is needed is the rebuilding of the rural areas to provide work opportunities, social services, and the amenities of civilized living.

This is true of all rural people. But by every standard -- income, employment, education, housing, health and welfare services -- the situation of southern rural Negroes compared with that of the white is worsening, both relatively and, often, absolutely. In the most important escape route from poverty and despair -- education -- the number of farm whites 25 to 29 years of age who were high school graduates in 1950 was 18% more than that of non-whites; by 1960 the difference had increased to 30%.

Those people who are most deprived, rural Negroes, are those who have the hardest time getting help. Traditional patterns of exclusion and discrimination have barred them. They have not known what to ask for and how to go about it.

Government programs are available: Area Redevelopment, Manpower Retraining, and surplus food programs can aid non-farm as well as farm people in rural areas. Farm loans and grants, crop loans, insurance and allotments, and various Extension services can aid low-income farmers, tenants, and sharecroppers.

The expanded program of the national war on poverty should make it possible to reach some who were too poor to qualify for previous forms of aid -- and its wide popular support should create a climate in which state and local cooperation is easier to secure.

The Cooperative Program:

This idea of a cooperative effort has developed because of the several unique assets of the agencies involved.

The state Councils on Human Relations have offices, professionally staffed, in the several southern states. They have intimate knowledge of their states, experience in working in localities, and established memberships.

The National Sharecroppers Fund has developed over a period of almost 30 years a high degree of experience and technical knowledge in this specialized area. It enjoys also a cordial relationship with officials in Washington whose cooperation is required for this program.

Proposal - 3.

The Southern Regional Council has superior research resources and a close cooperative relationship with the state Councils on Human Relations. It is in a position to determine in which states this program can be most effectively developed. The agency's administrative experience can be used in the distribution of funds and seeing to their proper usage. The SRC research staff, in consultation with NSF, is available to carry out pertinent research projects and distribute needed information.

The program would be organized as follows:

(1) A staff person for this program would be added to each participating state Council on Human Relations.

(a) There are presently eleven state Councils. The program here proposed is a flexible one and, depending on the availability of funds, could be carried on in from one to eleven states.

(b) The states in which program would be carried on would be selected by the Southern Regional Council after considering need and opportunities, the interest of the state Council in the program, and the state Council's capability of administering it along with its other program.

(c) NSF would recruit and train personnel, to be placed with the approval of the appropriate state Council director.

(d) The staff person assigned to each state would be under the administrative supervision and direction of the state Council director. Program planning would be provided through the cooperative action of the state Council and NSF, and NSF would assist and counsel in carrying out field programs.

(2) The National Sharecroppers Fund will establish a regional office in Atlanta, headed by a regional program director. This office, with the assistance of the NSF national office, will provide staff training, regular consultation and advice to the field staff, liaison with other NSF programs and with SRC, would be available for special conferences, workshops, etc., and would assist in consultations with federal offices.

Proposal - 4.

(3) The Southern Regional Council would receive and disburse funds and would select, after discussion with all concerned, the state Councils which would participate. SRC would also undertake research and publications in this field, as seemed to it desirable on the basis of advice from NSF and the state Councils.

Proposed Annual Budget:

Programs of eleven state Councils @ $14,120 per Council	$155,320.00
NSF regional office	23,500.00
Total cost for eleven states	$178,820.00

As was noted above, however, this is a flexible program that can be started state by state. Furthermore, if only one or two states were participating, the budget for the NSF regional office would be somewhat lower. The budgeted figures include an allowance of 15% for administrative and research costs, to be divided equally between the Southern Regional Council and the NSF national office.

National Sharecroppers Fund
Use of Southern Regional Council Study
in Changing Discriminatory Patterns

At the time SRC published "A Study of Negro Farmers in South Carolina" (December, 1962), there were no Negroes serving on any of the county FHA committees that pass on loan applications. This was the situation not only in South Carolina, but throughout the South. Today, as a result of the SRC report and NSF's work on the local level, as well as in Washington, Negroes are being appointed to FHA committees in most Southern states. The administrator of FHA, Mr. Howard Bertsch, has sent a directive to all FHA state offices that a Negro should be appointed to FHA committees in all counties where Negroes constitute 20 per cent or more of the farm operators of the county.

The SRC report further pointed out that no Negro had ever served as FHA county supervisor. Today, there is at least one Negro county supervisor in South Carolina (for Sumter and Williamsburg Counties), and another Negro is for the first time serving in the S.C. State FHA office (as Program Staff Assistant). Similar developments are also taking place in other Southern states. NSF circulated the SRC report widely to Department of Agriculture and other officials in Washington who were greatly concerned. In consequence, all the agencies were led to review their policies and take corrective action. In a letter to NSF, dated May 2, 1963, Mr. Howard Bertsch, FHA Administrator, reported that he had sent a representative from his office to visit South Carolina in order to review FHA program activities in three of the counties covered in the SRC report. He stated that: "Of the 326 initial operating loans approved during the current fiscal year (1963) in the three counties...284 were approved for Negro families. Of 10 farm ownership loans approved this year, 4 are to Negro families and 3 additional loans to Negro families are in the process of development. There have been 40 rural housing loans approved and 7 of these were to Negro families. Five additional rural housing loans to Negro families are in process of development..."

From our observations, not only in South Carolina, but in the other Southern states as well, special efforts are now being made to ensure that all Negro farmers who need credit are encouraged to apply for FHA loans, and we feel that the program is now more equitably administered.

Where Negro farmers were previously seldom if ever addressed as "Mister" by federal agencies, courtesy titles are now the rule in all official correspondence.

ASCS programs are administered by local committees. Heretofore Negroes have been effectively discouraged from participating in elections for committee members. As a result of NSF representations, the ASCS has now issued specific directives to all its offices governing election procedures. <u>All</u> farmers, including sharecroppers and

tenants, must now receive notification of ASCS referendums and elections. (There are many areas where Negro farmers have never received such notices.) We believe that as a result of the educational work we are doing, Negro farmers will, for the first time, participate in ASCS elections in 1964, with a very good chance that they will also be able to elect Negro committeemen to many of the local ASC committees that determine the crop allocations in their area.

We have not had an opportunity to check on the employment of Negro clerical help in FHA state offices, but we were told by Mr. Bertsch that efforts are being made to recruit Negro personnel for all FHA offices. Our field representative, Mr. James, has informed us that the FHA office in Columbia is actively seeking a Negro clerical worker for its staff.

The State Extension Services are still completely segregated. We have called on the Federal Extension Service to refuse to provide funds to states that continue to discriminate and that still provide unequal services to white and Negro farmers. We have been informed that the new proposed civil rights legislation will give all federal bureaus the authority they claim they presently lack to implement such a policy.

Despite the fact that there are fewer Negro agents serving Negro farmers than whites; that Negro agents also are not kept as well informed of policies as the white agents and lack the same authority (they are usually "assistant" or "associate" agents); and that they have a larger territory and serve a greater number of farmers than white agents, there is some indication that there is a thaw in the rigid separation of white and Negro agents. It has been called to our attention that Negro and white agents in South Carolina have, for the first time, been called together for a meeting to be informed of RAD and ARA programs, and that they were told that all information in the future will be shared with both groups (at the same time). Negro County Agents in some of the other states have also indicated to us that there has been some improvement in their working relationships with their state offices.

The National Sharecroppers Fund is confident that this progress could not have been made as rapidly without the documentation of the Southern Regional Council's nine-county study. Immediately upon its completion, a conference was held with Secretary of Agriculture Orville L. Freeman and Assistant Secretary John A. Baker. For the first time it was possible to present not merely individual cases but a documented and statistical record of the operation of Department of Agriculture agencies in the nine-county area. NSF has repeatedly used this study in its work over the last year.

Progress Report by National Sharecroppers Fund
on the Joint Employment, with the
South Carolina Council on Human Relations,
of a Rural Field Representative

Mr. L. S. James' work in the rural areas of South Carolina has been carried out with guidelines laid down by NSF, and with the cooperation and supervision of Mrs. Alice N. Spearman, Executive Director of the South Carolina Council on Human Relations. His work has been mainly concentrated in the following areas:

1. To bring information to low-income farm and non-farm rural families on how they can participate in governmental programs. To assist farmers in applying for FHA loans and to follow through on cases on discriminatory practices.

2. To develop local leadership and work with rural community organizations in the implementation of programs for economic improvement.

3. To secure Negro participation and representation on ARA, FHA, and ASC County Committees.

4. To help secure MDTA training programs for rural people and to encourage local people to apply for such training.

5. To work for equal employment opportunities.

6. To inform farmers of the advantages of joining or organizing their own farmer cooperatives and rural credit unions.

7. To establish the need for surplus food distribution and to get the counties to undertake such distribution to the needy and hungry in their counties. (South Carolina is the only state in the continental U.S. without a food distribution program.)

The Past Year's Work

Some of the highlights of the work and accomplishments of Mr. James in South Carolina during the past year follow.

Mr. James has had frequent meetings with farmers and other rural people in 24 South Carolina counties to inform them of governmental and other programs (ARA, MDTA, USDA, State technical schools, job opportunities in private industry and government, etc.). These are generally county-wide meetings; teachers, ministers, and other professional people have participated. Representatives of the 24 counties have now been organized into four inter-county groups of six counties each, with regular bi-monthly

meetings attended by the county leadership to discuss problems of mutual interest, to exchange information, and to plan programs. Mr. James succeeded in organizing these groups for this cooperative effort, and attends each of the meetings.

With the cooperation of the state director of the South Carolina Credit Union League, Mr. James has arranged frequent meetings explaining the purposes and advantages of credit unions to various county groups and has been instrumental in getting several rural credit unions started.

When South Carolina suspended all MDTA programs as a result of the directives from USDL that all such programs should be integrated, Mr. James was successful in persuading the State Employment Security office to arrange several integrated training projects utilizing private facilities (the State refused to provide public facilities for non-segregated programs). In one such case (Florence, S. C.) the State Employment Service was ready to give up an MDTA training course in Automobile Body Repair (a $46,000 project) as they were only able to find three eligible trainees in the whole county. Mr. James was asked to find 17 additional trainees in five days. He was successful in finding the necessary qualified applicants, and the training course was started with five white and fifteen Negro trainees.

Mr. James was also successful in arranging for an on-the-job training program for Negroes for the Wayne Line Furniture Company in Ridgeland, S. C. They are now working on a completely integrated basis with the white employees of the factory.

The State of South Carolina has recently agreed to undertake a program of 33 MDTA training projects, with a grant of more than $5 million. These will be integrated programs. Mr. James has been requested by the State Coordinator of MDTA to help explain and publicize this program to the Negro community. The coordinating state agency for this program is the State Technical Education Commission, which already operates integrated area training centers.

Unemployed and underemployed farm and rural people are not eligible for unemployment insurance are not familiar with the placement services through their State Employment offices. Mr. James has been encouraging all people in need of jobs and/or training to make application at their local employment offices. In one county 17 Negro applicants were turned away as "not eligible." As a result of NSF intervention with the Bureau of Employment Security in Washington, all applicants who have recently applied have been courteously received and registered.

Mr. James is serving as chairman of a Coordinating Committee on Merit Employment and has been successful in finding job openings for Negroes in government and private industry, as well as in having Negroes upgraded to better jobs in department stores and elsewhere.

Work in Progress

Mr. James is currently involved in the following activities, among others: obtaining a feasibility study for establishing a farmer cooperative is Jasper County; helping a group in Dorchester County to obtain federal financing to establish a home for senior citizens; exploring the possibilities of establishing a recreation center in Orangeburg County; securing jobs for qualified Negro applicants at ARA-financed Piro-Wood Industries in Denmark, S.C., and at other federally financed industries; working with a group in Colleton County that is interested in establishing an industry in their county with ARA financing; surveying the need for surplus food distribution in various counties and petitioning the county commissioners to undertake such a program.

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FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
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administrative assistants

June 18th, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

I am very pleased with your revised draft of our cooperative program. It looks good. I want to go over it more thoroughly in the next couple of days and will write to you again on Monday if we have any suggestions.

I am wondering whether you mean to leave out all of the attachments we sent in our proposal to SRC. I presume you do since they are not mentioned in your revised proposal. While I agree that your shortened version has more punch and is more concise, I wonder whether we need to include any report which indicates the extent of discrimination and points up what can be done as is shown in the report we sent you on the rural field work in South Carolina.

I am enclosing a couple of information sheets on our Southern Rural Training Project. It is moving ahead. Next week I am meeting at the Poverty Office in Washington to discuss how the Job Corps, work-study and work-training programs of the Poverty Act can be made available to needy youth in southern rural areas.

As soon as we get this proposal in final shape and it is cleared at your end, I assume it will be sent with a covering letter to a number of foundations asking them to share in its financing? Shall I send you the names and addresses of some of the smaller foundations with which we have been in touch?

I think the wheels are grinding along pretty well.

Best wishes,

Sincerely,

Fay

Fay Bennett
Executive Secretary

FB:tr
encls.

June 22, 1964

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Thanks for your comments. We do plan on using the attachments, especially including the South Carolina material. I should have mentioned that but just went on the assumption we were in agreement.

Do send the list of foundations, with any pertinentninformation.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
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South Carolina representative

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Tennessee representative

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GAIL HERSHBERGER
administrative assistants

July 29, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Yesterday we sent to you by air parcel post, 30 copies each of our Mississippi and Georgia conference programs and the summary of the South Carolina conference, which you requested. We only sent 12 copies of the South Carolina conference program since we had very few on hand and this is rather an elaborate program to mimeograph. This number should cover your immediate needs and we will send a few more later on when you are ready to send out additional Foundation requests. If you will give me a week's advance warning, our office should be able to get these run off and sent to you in time.

Thank you for sending me the NAIRO internship program applications for two of the people you told me about. I shall also write to the NAIRO office to see whether they have other candidates who might be exceptionally well-qualified and interested in working for NSF at the national level.

Sincerely yours,

Fay

Fay Bennett
Executive Secretary

FB:tr

December 7, 1964

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

Both potential dates of your meeting, January 23-24 and January 30-31, are clear for me and will be held until I hear from you. Les is out, so I send this along without checking with him -- but I will ask him to reserve both dates.

It was good seeing you in New York. Sorry I took so much time but I found the conversation very helpful.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 11, 1965

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Fay:

When possible, will you let me know the details of your January 30-31 meeting. I hope Al Ulmer of our field department and Lloyd Elliott, our economist, can be present. I have to be in Birmingham on the morning of the 30th, but will return during the day and be available for the rest of the weekend.

Also, would it be possible for you to be here anytime on Friday to talk with Les about fund-raising for the joint project. Enclosed is a copy of our latest refusal. Clearly, we have to do something new and far different.

Look forward to seeing you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

January 18, 1965

LWD PA

Plans on disbursement of funds with Rural Advancement Project

(Original proposal called for up to 11 state programs at $14,120 per state for a total of $155,320 -- including overhead to SRC and NSF -- plus $23,500 for NSF regional office; grand total of $178,820.)

Total for each state operation would be as follows:

$12,000 (maximum) for all expenses to state council (maximum to be paid SCCHR)
1,060 held in reserve for SRC overhead expense
1,060 held in reserve for NSF overhead expense
$14,120

$2,000 held in reserve ~~ó~~ for NSF regional office operation until such time as there are sufficient funds to start this program.

Thus each state ~~óép~~ operation -- including all overhead and allotment for NSF reigonal office -- costs approximately $16,000.

January 18, 1965

LWD PA

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$2,000 held in reserve ø for NSF regional office operation until such time as there are sufficient funds to start this program.

Thus each state øøø operation -- including all overhead and allotment for NSF reigonal office -- costs approximately $16,000.

February 9, 1965

Miss Fay Bennett, Executive Secretary
National Sharecroppers Fund, Inc.
112 East 19th St.
New York 3, N. Y.

Dear Fay:

You are to be congratulated on the excellent meeting you directed in Atlanta recently. You are doing a wonderful job and we are all deeply grateful to you.

Dr. Williams' situation is a near-tragedy. From all appearances you have done all and more than could be expected of you. The fact that he did not attend the meeting Saturday morning and kept his staff members coming and going lent little encouragement to the idea that he would mend his ways. What a tragedy! I hope that you may get a continuance of the project but under different leadership. There is so much that we might do together.

I was thrilled over the ideas of Dr. Louis Jones, Frank McAllister and other members of your fine Board.

The enclosed letter to Paul Anthony will be self-explanatory.

THIS

Mr. James has just told me that his salary for December was never paid by you, evidently because you had been given the same informa tion that I had been that the New World fund would be retroactive to December first. We had readjusted our budget to make possible an additional clerical worker badly needed by us, in the light of Pa ul's letter to me which had so stated. Under the circumstances we will not be able to pay this amount to Mr. James and I am sure that you and Paul will be able to work this out satisfactorily so that Mr. James is not the sufferer.

I did not have an opportunity to find out whether the Federal Government project covered hotel expenses of persons invited to your conference, and upon the advice of Mr. James I did sign my bills as the room clerk directed. However, if this was not as you intended, let me know and I will gladly send you a check for same.

(personal activity!)

How soon are you planning to be in Washington again? We may need to have you talk to the office in charge of Youth Work-Study programs. Confidentially, as you know, we are in a life-and-death struggle to defeat Albert Watson in his upcoming campaign for second Congressional District -- he along with Strom Thurmond defected to the Republican Party. Negro registration is lagging woefully since the election. Could qualifying students be used under the direction of sociology faculty and/or private, non-governmental organizations in conducting registration campaigns among the poor and uneducated? Please respond fully.

Radical rt. demog. + Dixiecrats

It was good seeing Roland. I am still hoping that the two of you can be here during the height of the azalea garden season.

Sincerely,

Alice

(Mrs.) Alice N. Spearman
Executive Director

ANS/ft
CC to Mr. Paul Anthony Confidential

Rural Advancement Project

February 10, 1965

Mrs. Alice Spearman
Executive Director
South Carolina Council on Human Relations
1330 Laurel Street
Columbia, South Carolina

Dear Alice:

Enclosed is our check for $3,000 representing the first quarterly payment of a grant in support of the Rural Advancement Project with the South Carolina Council on Human Relations. For your guidance, I enclose a copy of the foundation proposal which led to receipt of these funds. You will note therein the division of responsibilities between the three sponsoring agencies, NSF, SRC, and the SCCHR. We will, of course, expect the grant to be administered in accordance with the provision and stipulations set forth in the proposal.

The first quarterly payment is for the period beginning January 1, 1965. Subsequent quarterly payments will be sent on receipt of program and financial reports and contingent on the program being operated as outlined above. The grant is subject to review, revision, or renegotiation at any time, especially if staff is discontinued for the project.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.
cc: Miss Fay Bennett

February 10, 1965

Miss Fay Bennett, Executive Director
National Sharecroppers Fund
112 E. 19th Street
New York 3, New York

Dear Fay:

Several matters:

(1) A draft of a follow-up letter to those foundations who have not responded is now on Les' desk and will go out shortly. We will send you a copy.

(2) Frances Pauley is interested in your suggestion about making use of the funds now on hand. However, she is still very hopeful that the Georgia Council can participate in the full program rather than a piece of it. She suggests that we hold off any decision until we are reasonably certain either that funds will be forthcoming to make a full program possible or that no more funds are available. I think this wise. Until we are prepared to close out, the project -- except for S.C. -- it doesn't seem good to piece out the money and program in small fragments.

(3) Alice has sent us the budget for the South Carolina program and we will proceed with payment on a quarterly basis of $12,000 a year, subject to review each quarter. She included a copy of a letter dated February 9 to you in which she brings up a salary payment in December and suggests that you and I work this out. This is disturbing since it may indicate that Alice does not properly understand the mechanics of the Rural Advancement Project or that, while RAP incorporated the experiences of the earlier effort in South Carolina, it is an entirely separate and distinct program beginning as of the date of a grant (in this case January 1) and subject to the conditions and arrangements agreed upon by the three sponsoring agencies.

I hope you will help me to interpret this to Alice.

~~(4) Finally~~

(4) Finally, I discover we have only a draft of Joe Mire's proposal. And, it occurs to me this was sent to us for comment and we are not in a position to share it independently, even though I am sure Mire would have no objection -- especially since Dr. Frank serves on both boards. I hope to see Mire in Washington tomorrow and will bring this up. But in case I miss him or forget, you might write him, since undoubtedly you know each other.

Enjoyed such of your meeting here as I was able to attend but was very sorry the schedule gave us no time to chat.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

$3,000.00

South Carolina Council on Human Relations

1330 Laurel Street
~~Columbia,~~

Columbia, South Carolina

First Quarterly Payment, Rural Advancement Project

Rural Advancement Project

February 10 65

Paul Anthony

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L. S. JAMES
South Carolina representative

ART EMERY
Tennessee representative

JEANETTE ALLEN
GAIL HERSHBERGER
administrative assistants

February 16th, 1965

Mrs. Alice Spearman
Executive Director
The South Carolina Council on
Human Relations
1330 Laurel Street
Columbia, S. C.

Dear Alice:

I have just returned to the office after a three weeks absence and you can imagine the pile of work which faces me.

I am glad you were with us at our Atlanta meeting but I am sorry that we hardly had a moment to talk about the many things which concern us. I am sure you know what a difficult week-end that was for me.

We certainly have had a round of misunderstandings and some oversight in regard to the salary and expenses owed to Mr. L. S. James for December.

Now that the matter is clarified and you have your first payment for our joint project with SRC, SCCHR and NSF, beginning January 1st, we must rectify our omission and meet our joint obligation to Mr. James for the month of December. Consequently I am writing to Mr. James today and sending him a check for half of his salary and expenses for December. Perhaps you have already taken care of SCCHR's share of this. In any event I don't see how we can expect the SRC to assume this since it is clear that the new joint Rural Advancement Project began its financing in South Carolina as of January 1st. While this misunderstanding places an additional burden on our finances and those of SCCHR to absorb Mr. James' work for December, I see no way out but for us to strain ourselves.

It is a pity that programs under the EOA are proceeding so slowly in South Carolina. While other southern states may not require legislative action to establish CAPs, there is very little motion anywhere in the South to aid the rural poor. It seems that this is such a bold new program, and the Civil Rights Act is just beginning to be understood and implemented in regards to federal funds, that it will take some little while for these programs to begin to move. I do agree, however, that we need leadership training and all the professional help we can get to interpret all of the available programs to the people who need them and for whom they are meant, so that they can be involved.

I suggest that you write to Mr. Redwine in Atlanta to see if he can expedite your getting the help you need to develop a leadership training program.

In regard to work-study projects, I do not believe it will be possible to use such programs for citizen education and for voter registration. The enclosed fact sheet gives suggestions of what can be done under these programs and where to write for further information. I think that a work-study program would have to be sponsored by a college.

Our own proposal to the Neighborhood Youth Corps to develop neighborhood youth programs has bogged down because the Labor Department is not sure of its policy regarding such development programs.

They have also suggested that we do this as an experimental project in one state. This would seem to be a good idea and I would like to suggest South Carolina. However, the problem arises as to whether it would be politically possible to have these programs set up in rural areas of South Carolina since the young people under this program must receive $1.25 an hour. As we know this sum is generally above the level of the wage scale for adult workers in those areas.

Frankly, I feel a little stymied at the moment in regard to EOA and I am sorry that I can't be of more help to you right now. It seems clear that we need to have many more conferences with key officials to clarify some of these matters so that we can move forward.

At least there is good news in the granting of FHA loans to Mr. Canty and Mrs. Deschamps which will save their farms and help them to get on their feet.

Sincerely,

Fay Bennett
Executive Secretary

FB:tr
enc.

cc: Paul Anthony

Rural Advancement

February 26, 1965

Miss Fay Bennett
National Sharecroppers Fund
112 E. 19th Street
New York 3, New York

Dear Fay:

Les has asked me to transmit the enclosed check for $900 representing the National Sharecroppers Fund share of the overhead on the South Carolina Council's participation in the Rural Advancement Project.

Best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

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L. S. JAMES
South Carolina representative

ART EMERY
Tennessee representative

JEANETTE ALLEN
GAIL HERSHBERGER
administrative assistants

February 19th, 1965

Mr. Paul Anthony
Southern Regional Council
Five Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Thank you for your letter of February 10th. I shall look for a copy of SRC's follow-up letter to foundations. If you think it would help, I would be glad to go over your draft to see if I have any suggestions I might make.

I have followed up with the Compton Trust. Mr. Compton tells me that he received a good account of our work, his Board has met, but it will be about 45 days before he can act.

Eliot Pratt apparently forgot about his commitment and I have reminded him. You should have his check for $2,000.00 at the end of next week.

I hope to see Mrs. Eddy when she and I can fit in an appointment to discuss this work. She has asked for such a meeting.

Enclosed is a copy of my letter to Alice Spearman. Paragraph 4 relates to the matter of Mr. James' December salary and expenses.

I have talked with Frances Pauley on the telephone to discuss further the possibility of the Georgia Council taking on Jac Wasserman for a six-month period under our joint program. She seemed to feel this was worth doing and said she would put together a budget for six months to cover this. I feel quite certain that before the six months pass, we should certainly have money on hand for our joint Rural Advancement Project.

Let me know if any more money comes in and whether you would like me to talk again with David Hunter or with Mr. Hahn. Mr. Edley of the Ford Foundation is expecting to see me again in the near future.

Sincerely,

Fay

Fay Bennett
Executive Secretary

FB:tr
enc.

PA
AW
MM

February 23, 1965

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York, N. Y. 10003

Dear Fay:

I have been thinking of our conversation and also the present and future of the working relationship between the Sharecroppers and the Georgia Council.

You have given me a clear picture of your operation and great need for funds to carry out your program.

I have not gone into detail with you concerning our financial problems. We received a grant last summer for additional program. This program we are continuing and shaking in our boots about financing it.

I have great admiration for the work you and Jac are doing but I simply cannot run the risk of having to assume the responsibility of financing anything else. Therefore, I am not willing to present a six (6) months budget to you and SRC which will perhaps leave me at the end of the period with a program that I either finance or turn out into the cold. I think this is particularly unfair to Jac.

I do want you to know that Jac has been most useful to us and a great asset to our organization. We feel guilty that he has been housed rather poorly since the majority of his work has been office work which was a misunderstanding on my part. However, I think the $35 per month plus the long distance calls has not been an adequate amount for the overhead, even considering its inferior quality.

I'm sorry, Fay, not to carry out your suggestion of submitting a budget to you and SRC. At this point I see no practical way for us to enter into a deeper program with Sharecroppers.

Hope the next time you are in our area we can talk.

Sincerely yours,

Mrs. Frances Pauley
Executive Director

FP/es
cc: Mr. Les Dunbar

Pat -
for your info - full of errors but you'll get meaning - Hope Redwine & Bolt (as the regional consultants for work-study can be with us 2/23 + 24
A -

February 12, 1965

Miss Fay Bennett, Executive Secretary
National Sharecroppers Fund, Inc.
112 East 19th Street
New York 3, N. Y.

Dear Fay:

On January 25 I wrote Jack Conway but have had no reply. There seem to be a number of unresolved administrative matters at the State level which have prevented activation of the EOA in South Carolina. For this reason we thought it best to remain quiet and not as an organization forward any proposals from our office until the State office is definitely functioning.

You will remember that Mr. Redwine stated in his luncheon speech that South Carolina is the only State in the nation which is requiring legislative action to establish CAP commissions. This action is proceeding slowly. At the end of last week only nine counties and one city, a list of which I enclose, had secured appointments of their commissions. The South Carolina General Assembly has been in session approximately one month. So, unless the tempo is quickened rapidly, we shall not have enough commissions established to present CAP proposals from all of the counties. With the organizational pattern announced by Governor Russell of working through county delegations, counties have pretty well been defined as the administrative unit for CAP programs. This is very unfortunate because many of the counties are geographically quite small, have small populations and inadequate leadership.

SCCHR Suggested Proposals for Leadership Training.

Our work with the CBS TV team in December and subsequent inquiries made since that time convince us that white people in this State who live in poverty are more isolated and difficult to reach than the Negroes. This will require intelligent, persistent, dedicated effort. Frankly, I know of no other group which will pay the price of doing this type of job other than SCCHR. We also are eager to train Negro grass roots leadership for participation in county citizen's groups which will assist, monitor, and hold accountable -- put on pressure, if necessary -- to see that the commission and the professional staff carry out the spirit and letter of the Act. Hopefully, Washington may insist upon some of these people, whom we could train, being used on the CAP project committees.

I hope that you are planning to be in Washington soon and will discuss this matter in some detail with Mr. Conway et al and urge that application forms be sent us along with needed guidelines. I know you will help do a selling job for us and report your project to us. Many, many thanks.

SCCHR Projected Proposals for Student-Work Study Projects.

Confidentially, since writing you I spent the better part of an afternoon talking with the president of South Carolina State College in Orangeburg, which has had only one Negro student who attended the 1964 National Science Institute summer school session. High level conferences which have included Governor Russell,

the State Attorney General McLeod, Mr. D. W. Robinson (Dave's father, who is chairman of the legal advisory service to the Gressette Committee, the state official committee to preserve segregation) et al have been held each time the college has had to meet a challenge to its segregation policy. Each time these high-level policy-makers have agreed to conform to special demands in order to continue to receive special funds as a land grant college. I tell you this so that you may have the assurance which I now have that the policy-makers will accept any reasonable demands which the Federal Government makes in order to retain Federal funds.

Doubtless Mr. James has written you that the public school system of the State has been given approximately 60 days, which will terminate March 3, for integrating the system or have funds withheld from the next school year. To date one of the school districts in Richland, one in Anderson County, and the Aiken County school system have conformed by signing agreements. This leaves 105 school districts which have not yet done so.

Mr. Paul Jarvis, with whom we work closely in the South Carolina Employment Service, tells us that suspension of all new STEP programs will continue until this matter is settled satisfactorily. Allotted funds are budgeted through June 1965. As you know, the STEP schools did not use available public school facilities, vocational education personnel but added expense was set up under the more recently organized Technical Education Commission which has had from its inception a weak policy of integration. I am glad that the STEP schools have demonstrated their effectiveness and that the education policy-makers will want to have them continued. Thus this withholding of further appropriations should provide effective leverage for bringing the public school system in line. Hold your breath with us!

Connecting the above paragraphs, it is my hope that while Federal leverage is being successfully applied and policy-makers at the highest level are making the right choice, that we close as many loopholes as possible. You fully understand, I know, how limited the information, insight, vision, and aspiration levels are of many of our college administrators and community leaders.

David Robinson II, who is in a law firm with his uncle (referred to above), will head the Richland County CAP commission. In a meeting of college presidents in this area, he learned that most of them are primarily concerned with setting up work-study projects to be confined to the campus. The president of State College informed me that he spends approximately $53,000.00 per annum for student work on his campus and will be required to continue to do so for the next three years if he requests a grant for work-study. He has not even submitted a project for the current semester. I tried to explain to him, of course, that the 10 percent required of him need not be made in cash. He stated emphatically that the community of Orangeburg would not permit him to use students in any off-campus activities. I am sure that this is his opinion of the present climate of public opinion in Orangeburg rather than there being any organizational machinery which would operate to block such projects. Naturally one concludes that this president leaves much to be desired as a leader. On the other hand, it would seem that our State might be typical of many southern States and other educationally backward areas in the country. Therefore I hope that guidelines can make it clear that work-study projects to be approved must include some off-campus community service.

This is a big order but one I am sure you will fill for us effectively and well. Time is short and any priority you can give this will be appreciated.

Sincerely,

(Mrs.) Alice N. Spearman
Executive Director

ANS/ft

Les Dunbar ✓
for your information. Looking forward to
seeing you 2/23-24 Alice

Rec'd 2/10/65

February 9, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

You can imagine my surprise at your statement that you never received a budget for Mr. James' work from us. This is the chronology of happenings as we recall them:

Prior to our annual meeting Nov 12 you phoned to say that New World had made us a grant which would be paid quarterly. We had some discussion as to budget which we have felt was a minimum one for a program staff member in the amount of $12,400.00 Realizing the tremendous need for training for rural people and the high cost of things, we expressed the hope that the $3,000.00 toward Mr. James' salary being paid by Fay Bennett might be continued and used for training purposes. Before leaving for Atlanta and the SRC annual meeting, Mr. James and I reviewed our basic $12,400.00 budget, made a slight modification and added training costs, making a total budget of $15,400.00. This budget I took with me to the SRC annual meeting in Atlanta.

At the SRC annual meeting I told you that I had the budget with me but that there had not been time to clarify with Fay the matter of continuing the $3,000.00 payment which would make possible the leadership training desired -- you will remember that in previous years we received grants of $5,000.00 and $3,500.00 from the Schwartzhaupt and Field foundations, respectively, year after year. You suggested that we clarify this with Fay before sending you the budget.

Fay visited us in December, told us that she had already rebudgeted Mr. James' salary for pressing needs and could not assure us any fixed amount for training purposes. She recognized the value and need of same and will work with us as time permits to secure a small grant earmarked for this purpose.

That settled the matter and we forwarded to you immediately the $12,400.00 budget and made the explanation about our desire to raise it to $15,400.00 in order to include pioneer leadership training projects. Since I typed this and mailed it myself on the way home one night shortly after Fay's visit and it had a return address on it, I am at a loss to understand why you have not received it. Also, I have had several letters from you since, telling me that the New World grant would be paid to us on December 1, and a later letter stated that it had not yet arrived at SRC but would be retroactive to December 1. Your latest communication stated that the fund had not arrived but that when it did it would not be retroactive to December but would cover the period beginning January 1.

Thank you for your assurance that the funds are now in hand and that upon receipt of this letter and the enclosed budget, we will be sent a check covering

the first q uarter posthaste.

I rather favor a meeting of directors only in the interest of time and intensive digging in on some of our mutual problems, as the February 23-24 meeting. However, if another type meeting is planned, we can bring any members of our staff whose program emphases you think may contribute most to the general discussion.

Please let us hear from you.

Sincerely,

Alice

(Mrs.) Alice N. Spearman
Executive Director

ANS/ft
CC to Mr. Les Dunbar
to Miss Faye Bennett

Confidential — For your info

Mrs. Les Dunton

February 9, 1965

Miss Fay Bennett, Executive Secretary
National Sharecroppers Fund, Inc.
112 East 19th St.
New York 3, N. Y.

Dear Fay:

You are to be congratulated on the excellent meeting you directed in Atlanta recently. You are doing a wonderful job and we are all deeply grateful to you.

Dr. Williams' situation is a near tragedy. From all appearances you have done all and more than could be expected of you. The fact that he did not attend the meeting Saturday morning and kept his staff members coming and going lent little encouragement to the idea that he would mend his ways. What a tragedy! I hope that you may get a continuance of the project but under different leadership. There is so much that we might do together.

I was thrilled over the ideas of Dr. Louis Jones, Frank McAllister and other members of your fine Board.

The enclosed letter to Paul Anthony will be self-explanatory.

This only

Mr. James has just told me that his salary for December was never paid by you, evidently because you had been given the same information that I had been that the New World fund would be retroactive to December first. We had readjusted our budget to make possible an additional clerical worker badly needed by us, in the light of Pa ul's letter to me which had so stated. Under the circumstances we will not be able to pay this amount to Mr. James and I am sure that you and Paul will be able to work this out satisfactorily so that Mr. James is not the sufferer.

I did not have an opportunity to find out whether the Federal Government project covered hotel expenses of persons invited to your conference, and upon the advice of Mr. James I did sign my bills as the room clerk directed. However, if this was not as you intended, let me know and I will gladly send you a check for same.

How soon are you planning to be in Washington again? We may need to have you talk to the office in charge of Youth Work-Study programs. Confidentially, as you know, we are in a life-and-death struggle to defeat Albert Watson in his upcoming campaign for second Congressional District -- he along with Strom Thurmond defected to the Republican Party. Negro registration is lagging woefully since the election. Could qualifying students be used under the direction of sociology faculty and/or private, non-governmental organizations in conducting registration campaigns among the poor and uneducated? Please respond fully.

It was good seeing Roland. I am still hoping that the two of you can be here during the height of the azalea garden season.

Sincerely,

(Mrs.) Alice N. Spearman
Executive Director

ANS/ft
CC to Mr. Paul Anthony

SOUTH CAROLINA COUNCIL ON HUMAN RELATIONS

1330 Laurel Street
Columbia, S.C.

*Proposed Budget for L. S. James

	$7,500.00	Salary
	1,200.00	Travel
	600.00	Travel (non-staff)
	575.00	Postage
	420.00	Rent
	225.00	Supplies
	380.00	Phone
	1,200.00	Part-time Secretary
	300.00	Office equipment (desk - chairs - typewriter - etc.)
Total	$12,400.00	
	3,000.00	Needed for Leadership Training
	$15,400.00	

* Shifts within the budget may be required but total should be adequate.

RAP-

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
NSF
SINCE 1937

NATIONAL SHARECROPPERS FUND

112 EAST 19th STREET • NEW YORK, N. Y. 10003 • GRamercy 3-0284

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Tennessee representative

JEANETTE ALLEN
GAIL HERSHBERGER
administrative assistants

March 16th, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Enclosed is the statement covering the expenses incurred in connection with the Consultation on NSF's Southern Rural Training Project held in Atlanta January 30-31. Unpaid hotel bills due the Dinkler-Plaza to be paid directly by Southern Regional Council from the special fund for this purpose total $432.51. The hotel bills are also attached along with our check to the Dinkler-Plaza for $67.79 to cover three of the hotel bills which our OMAT contract can cover. The remaining expenses for the Consultation which have been paid by NSF total $947.02. We would appreciate receiving a check for this amount. The total cost of the Consultation comes to $1,379.53 which leaves a balance of $120.47 which can be applied to your costs in cooperating with the Consultation. 1404.00

Our thanks to you, Les Dunbar and the others who cooperated.

Thank you for the check for $900.00 representing NSF's share of overhead on the South Carolina Council's participation in the Rural Advancement Project. Our receipt is enclosed.

We have a few spots to fill for personnel for our Southern Rural Training Project. We have accepted the resignation of J. Earl Williams. If you know of one or two good people, I would appreciate hearing from you immediately.

Sincerely,

Fay

Fay Bennett
Executive Secretary

FB:tr
encs.

March 16th, 1965

To: Southern Regional Council

From: National Sharecroppers Fund

Subject: Expenses incurred in connection with Consultation on Southern Rural Training Project held in Atlanta, Georgia January 30-31, 1965

Unpaid Bills to be paid directly to Dinkler-Plaza Hotel by Southern Regional Council

Total Hotel Bill		$500.30
Less paid by National Sharecroppers Fund		67.79
		$432.51

Bills attached due Dinkler-Plaza Hotel

Luncheon	$91.05	
Coffee Break	7.73	
Dinner	39.66	
Tips	20.15	
Miscellaneous (Knife & Fork Coffee Shop)	2.21	
Richard Haley	19.60	
Baxton Bryant	14.88	
Dr. Frank P. Graham	17.63	
Rowland Watts	59.18	
Alice Spearman	23.19	
Robin Myers	23.39	
Art Emery	29.15	
L. S. James	32.46	
Ocie Smith	28.34	
James Mays	23.89	
Total owed to Hotel by Southern Regional Council		$432.51

Paid Bills to be Reimbursed to National Sharecroppers Fund

Lafayette Travel Agency		
Dr. Frank P. Graham	$104.27	
Robin Myers	104.27	
Rowland Watts	104.27	$312.81
Other Travel		
L. S. James	37.68	
James Mays	79.40	
Rowland Watts	25.10	
Richard Haley	66.04	
Baxton Bryant	60.80	
Ocie Smith	82.11	
Art Emery	33.08	384.21
Other Office and telephone expense related to Consultation		250.00
Total owed National Sharecroppers Fund		$947.02

March 18, 1965

Miss Fay Bennett
National Sharecroppers Fund
112 E. 19th Street
New York 3, New York

Dear Fay:

We shall proceed immediately to pay the Dinkler-Plaza the remaining $432.51. We will complete the whole matter as soon as possible. However, the grant for this purpose was in the form of stock. The bank with which the donor deposited the securities has been asked to sell the stock and forward the proceeds to us. And, unless the stock takes a sudden jump, the proceeds are likely to be well under $1,500. We aren't concerned with making a profit on this but, of course, we cannot invest an amount in excess of the grant.

As soon as we receive the proceeds from the stock sale we will complete this.

In regard to personnel, I have several applications on my desk, though none unduly exciting. If you will send me a brief summary of the requirements you have for the openings I'll send you pertinent information on anyone who comes close.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Rural Advancement

NATIONAL SHARECROPPERS FUND

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South Carolina representative

ART EMERY
Tennessee representative

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GAIL HERSHBERGER
administrative assistants

March 23rd, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Thank you for your March 18th letter regarding settling the accounts for our Southern Rural Training Project Consultation in Atlanta at the end of January. We shall look for your reimbursement to NSF up to whatever funds will be realized from the sale of stock contributed for this purpose.

Enclosed is some information concerning our Southern Rural Training Project and a job description. In addition to a Regional Coordinator who will act as the director of the project in the field, we are also looking for two field representatives, each of whom will cover two states. We are in touch with several applicants who seem to have the qualifications we need but nothing is jelled yet. I will appreciate hearing from you at the earliest possible moment if you have any good people to suggest.

Sincerely yours,

Fay

Fay Bennett
Executive Secretary

FB:tr
encs.

Summary of an 18 month Demonstration Project
In Developing Job Training Programs Among the "Hard-Core" Unemployed
And Underemployed in Southern Rural Areas, Under Sec. 201
Of the Manpower Development and Training Act of 1962

Project Agency. National Sharecroppers Fund is a non-profit, voluntary agency with 25 years of experience working to aid rural Southern farm people. Its primary recent emphasis has been to assist, through conferences, informational material, and a field staff, the most disadvantaged rural people in finding solutions to their economic and social problems through participation in governmental farm programs and cooperatives. Its functioning National Board includes authorities in the fields of rural sociology and adult education who will assist in the planning and execution of the project.

Characteristics and Needs of Trainees. Sharecroppers and farm workers who are being displaced by a changing economy often lack the basic education and experience needed to adjust to urban industrial life. They are rural people who, with training and planning, can find more skilled employment on the land and in small rural communities. They have had little experience with state employment offices and are not now being reached by them.

Purpose and Program of Project. The project is designed to demonstrate that unused resources of leadership within the poorer areas of the rural South, in cooperation with the smaller, predominantly Negro colleges, can effectively develop programs of job training that will enable many unemployed persons to lead economically useful lives in their own communities. During the course of 18 months, the agency expects to assist in developing at least two programs in each of the following six states: North Carolina, South Carolina, Georgia, Mississippi, Louisiana, and Tennessee. It expects that 1500-2000 trainees will participate.

By using its experience and local contacts, the agency will reach leaders and potential leaders among the rural groups who are not now being utilized in developing training programs. It will assist them and their communities to analyze their training needs in the light of existing and potential job possibilities and help them to develop a fruitful working relationship with the employment services, agricultural vocational agencies, cooperating colleges, and other state and federal agencies.

NSF will encourage the sponsorship of training programs by those colleges that are best qualified by experience to teach the inadequately prepared, but that have hitherto been restrained by lack of staff and funds from exploiting the potentials of serving in this way. It will help them to establish active relationships with the local communities that need the programs and will assist them in the preparation of these programs. It will seek to develop cooperative action for training between these colleges and larger ones that may have greater staff and facilities available.

Personnel Requirements. The project will require one Field Coordinator and three Field Representatives responsible for two states each, and appropriate secretarial-clerical assistance.

JOB DESCRIPTION FOR REGIONAL COORDINATOR
SOUTHERN RURAL TRAINING PROJECT

Under the supervision of the Project Director, the Regional Coordinator will be responsible for the organization, scope, pace, and functioning of the projects in all eight states, and will provide overall supervision of the field staff. He will be responsible for the actual execution of the program in the field. He will be based at the regional headquarters. He will direct and supervise the work of the field representatives and will be available to assist them as needed in negotiation with community leaders and with educational, state, and local officials. Subject to the Project Director, he will decide what criteria and methods will shape the demonstration project, and he will prepare a report at its conclusion.

To realize the full potential of this project, the Regional Coordinator should not only be capable, creative, imaginative and knowledgeable about the South, but also the kind of person who can work cooperatively with state officials, educators, and the local people who need the training which will be offered. He would need administrative ability to set up a regional office and direct the work of ~~three~~ four field people. He would also need persistence and energy in large measure. The salary would be commensurate with the qualifications of the person.

INFORMATION ABOUT:

SOUTHERN RURAL TRAINING PROJECT

1407 Fifth Avenue, N.E.
Knoxville, Tennessee 37917
Phone 524-3451

Project Staff

J. Earl Williams
Director

Dalton Roberts
Field Representative

Wendell H. Russell
Field Representative

Paul Webber
Field Representative

June 9, 1964

SOUTHERN RURAL TRAINING PROJECT

The Southern Rural Training Project is a training demonstration project of the National Sharecroppers Fund under Section 201 of the Manpower Development and Training Act of 1962.

PROJECT OBJECTIVES

The project is designed to demonstrate that local leadership in poorer areas of the rural south, in cooperation with local institutions and organizations, can develop effective training programs that will help unemployed and underemployed persons lead economically useful lives. During the year staff members expect to assist in developing programs in each of the following six states: Georgia, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee. Other southern states may be added later.

The project staff through local contacts will work with leadership of rural groups in developing training programs. Training needs will be analyzed in terms of existing jobs and possibilities for job development and economic improvement. Communities will be assisted in developing effective working relationships with the employment services, agricultural agencies, cooperating educational institutions, and other state and federal agencies concerned with training and economic development. The staff which is composed of persons on leave from educational and governmental posts is experienced in working with these groups.

THE NATIONAL SHARECROPPERS FUND

The National Sharecroppers Fund is a non-profit, voluntary agency of more than twenty-five years' experience in working with southern sharecroppers, tenant farmers, and other low-income farm and rural families. Through this work NSF has gained contacts throughout the South and has developed programs for rural people who are hard to reach through normal governmental channels. In these programs NSF has worked cooperatively with many church leaders, educators, and community relations leaders.

MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962

As indicated above the project is under Section 201 of this act as quoted below:

Sec. 201. In carrying out the purposes of this Act, the Secretary of Labor shall determine the skill requirements of the economy, develop policies for the adequate occupational development and maximum utilization of the skills of Nation's workers, promote and encourage the development of broad and diversified training programs, including on-the-job training, designed to qualify for employment the many persons who cannot reasonably be expected to secure full-time employment without such training, and to equip the Nation's workers with the new and improved skills that are or will be required.

President Lyndon B. Johnson in his Manpower Report of March 1964 said "We must have new willingness to experiment with fresh approaches and put resulting knowledge to practical use." In using this approach the Southern Rural Training Project's work will be geared to the three fundamental goals of the President's Active Manpower Policy:

The first is to develop the abilities of our people.

Another is to create jobs to make the most of these abilities.

The third is to link the first two, to match people and jobs.

Rural Advancement

March 24, 1965

Miss Fay Bennett
Executive Director
National Sharecroppers Fund
112 East 19th Street
New York, New York

Dear Fay:

Re some good people, there follow several suggestions:

As a candidate for Coordinator, you might consider Heslip Lee, formerly director of the Virginia Council and now project director of the North Carolina Fund's program in Salisbury. (Salisbury-Rowan Community Service Council, Inc., P. O. Box 631, Salisbury, N.C.) He is a rural Georgia boy who did quite an effective job in Virginia. Don't know if he'd be interested but you might inquire and use my name if you wish.

For field representative, the Virginia Council has a young man in the NAIRO Intern Program, Bobby Doctor. His year is up in several months. From a distance this young man looks very good. Alice discovered him in Columbia and got him interested in the intern program. We are short of talented young Negroes in the Council movement and I very much hope VCHR can keep him or that SRC or one of the other Councils can get him. But, in fairness to the man, I think the choice should be his. He is very interested in returning to South Carolina.

Also enclosed is the resume of a young man from Mobile who visited us recently and looked good. Temporarily, he is in the West Indies managing a plantation for his father-in-law. He can be reached through the Mobile address.

These may be of some help.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

SSOUTH CAROLINA COUNCIL ON HUMAN RELATIONS

RURAL ADVANCEMENT PROGRAM

Quarterly Report - January - March, 1965

INCOME:

Grant		$3,000.00

DISBURSEMENTS:

Salaries	$ 2,125.23	
Rent	86.00	
Travel	245.57	
Phone	6.99	
Office Supplies	18.92	
Employer Social Security	77.10	
Total Disbursements		2,559.81
BALANCE ON HAND MARCH 31, 1965		440.19 *

*

* As soon as this balance becomes large enough, we shall undertake a significant project which needs doing -- more of this when we see you.

RAP

April 1, 1965

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York, New York

Dear Fay:

Enclosed is our check for $947.02, representing payment of the balance of the NSF expenses for the Southern Rural Training Project, Jan. 30-31.

As you can surmise, this means the sale of the securities provided sufficient funds to meet the full expenses of the conference.

Our auditors now require a recipt on all expenditures such as this. Would you therefore please have the receipt of these funds noted by the appropriate person on the enclosed carbon of this letter and return it to us at your convenience.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

RAP

$947.02

National Sharecroppers Fund

112 East 19th Street

New York, New York

Expenses, Southern Rural Training Project

Second Special Fund for

Education Project

April 1 65

Paul Anthony

NSF - Joint Project

NATIONAL SHARECROPPERS FUND

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ART EMERY
Tennessee representative

JEANETTE ALLEN
GAIL HERSHBERGER
administrative asistants

April 16th, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Thank you very much for the check for $947.02 to cover the balance of NSF expenses for our Southern Rural Training Project Consultation on January 30th and 31st. Enclosed is our official receipt and the signed carbon of your letter which you requested.

A couple of days ago I received a telephone call from Randolph Compton of the Compton Trust saying that they had had a meeting finally and have agreed to make available $3,000.00 to the Southern Regional Council for the joint program with NSF and the state Councils on Human Relations. I hope this money will be forthcoming soon.

I have a note to myself to follow up the meetings we have already had with Christopher Edley of the Ford Foundation, and to see whether I can stir up some more interest in David Hunter and the Stern Foundation as well as some of the others we need to follow up personally. As you may guess we have had all kinds of problems and crises and demands made upon us recently. There seems to be no letup. I keep promising myself and you and Les that I will roll up my sleeves and buckle down to working hard on this fund raising. Here's hoping I can find the time and strength to carry out my intentions.

All the best,

Sincerely,

Fay

Fay Bennett
Executive Secretary

FB:tr
encs.

NSF - SRC

$3,000.00

The South Carolina Council on Human Relations

1330 Laurel Street

Columbia, South Carolina

Second Quarterly Payment, Rural Advancement Project

Rural Advancement Project

April 28 65

Paul Anthony

April 28, 1965

Mrs. Alice Spearman
Executive Director
South Carolina Council on Human Relations
1330 Laurel Street
Columbia, South Carolina

Dear Alice:

Thanks for the quarterly financial report of the Rural Advancement Project. Enclosed is our check for $3,000 representing the second quarterly payment.

Would you please have receipt of these funds acknowledged on the enclosed carbon of this letter and return it to us at your convenience.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

April 30, 1965

Miss Fay Bennett
Executive Secretary
National Sharecroppers Fund
112 East 19th Street
New York, New York

Dear Fay:

The enclosed has come from the Compton Trust.

Is there any further news from Eliot Pratt?

Best,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

RAP

July 15, 1965

Miss Fay Bennett
National Sharecroppers Fund
112 E. 19th Street
New York, New York

Dear Fay:

Is it correct for us to assume that NSF is willing to forego the overhead money for the Georgia program of the Rural Advancement Project? We now have a request and budget from the Georgia Council and would like to respond to the request promptly. If SRC and NSF waive the budgeted overhead we can meet the full request of $12,000. If not, we will fall somewhat short.

Please let me have your reaction as soon as possible.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mrs. Frances Pauley

RAP

$3,000.00

The South Carolina Council on Human Relations

1330 Laurel Street

Columbia, South Carolina

3rd Quarterly grant, ~~in/aid~~ Rural Advancement Project

Rural Advancement Project

July 15 65

Paul Anthony

RAP LWD
PA

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
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GAIL HERSHBERGER
administrative assistants

July 21, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth St., N. W.
Atlanta, Georgia 30303

Dear Paul:

This is in reply to your July 15th letter asking whether NSF is willing to forego the overhead money for the Georgia program of the Rural Advancement Project. From your letter I assume that SRC is willing to waive its budgeted overhead in order to meet the Georgia Council's full request of $14,000. In that event, of course, NSF will go along.

I trust that when future sums are raised for this joint program, that SRC and NSF will be able at some future time to raise their share of the funds under the budget. In this regard, I hope this Fall to devote some real effort to this matter of fund raising.

Sincerely yours,

Fay

Fay Bennett
Executive Secretary

FB:mgm
c.c. Mrs. Frances Pauley

RAP-

August 2, 1965

Mrs. Frances Pauley
Executive Director
Georgia Counciloon Human Relations
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Frances:

Regarding the Georgia Council's request for participation in the Rural Advancement Project, we are pleased to inform you of a one-year grant in the amount of $12,000.

The grant will be paid quarterly beginning September 1. The remaining payments will be made at the appropriate quarterly dates following receipt from the Georgia Council of brief program and financial reports.

Please note, this is a commitment for one year only. We are hopeful that funds can be secured to continue the program beyond one year but such plans must be contingent on future fund raising as well as the success of the program during the first year.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Miss Fay Bennett

RAP

October 29, 1965

Miss Fay Bennett
National Sharecroppers Fund
112 E. 19th Street
New York 3, New York

Dear Fay:

Tried to reach you in New York on Wednesday and learned you were in Washington.

As to the request to Taconic, I shall see Stephen Currier and Jane Lee Eddy on Thursday and would like to seek their guidance before submitting a formal request. Will let you know the outcome.

About the Ford grant, there was written into the request that we be allowed to finance the Rural Advancement Project in two additional states. Accordingly, in the approved version we were allotted $24,000 for this purpose. The funds did not allow for the $900 per state per agency overhead. However, there are funds in the grant from which we can pay this amount of $1,800 to the Sharecroppers Fund. SRC will not take a like amount.

We will send NSF these overhead funds shortly after January 1, assuming the project grants are on hand by then. I do hope you will be in a position to see that much of these overhead funds can be used in the South with the four staffed programs we will soon have. It would help considerably for instance if someone like Jac could visit these men occasionally.

We have selected Alabama and Florida as the next two states. Jac and the two state Council groups are not actively seeking staff and I hope both programs will be staffed no later than January 1.

Will let you know about the conversations with TWconic.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Jac Wasserman

Other - RAP -

$3,000.00

The Georgia Council on Human Relations

52 Fairlie Street, N.W.

Atlanta, Georgia

1st Quarterly payment, Rural Advancement Project

Rural Advancement Project

November 29 65

Paul Anthony

February 7, 1966

Miss Fay Bennett
National Sharecroppers Fund
112 East 19th Street
New York 3, New York

Dear Miss Bennett:

Enclosed is our check in the amount of $900.00, which is NSA's share of the overhead for the Alabama Rural Advancement Project for the first year.

Mr. Lewis Black began his work as Director of the Rural Advancement Project of the Alabama Council on Human Relations on Saturday, February 5.

As our auditors require a receipt for all expenditures, please sign the enclosed receipt copy and return it to me at your earliest convenience.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

$900.00

National Sharecroppers Fund

112 E. 19th Street

New York, New York 10003

N.S.F. share of Rural Advancement Project overhead (Alabama).

Rural Advancement Project

February 7, 66

J. Edwin Stanfield

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
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April 20, 1966

To: NSF and RAP Field Representatives

From: Jac Wasserman

The attached is a draft of "Guidelines for NSF Field Activity" which was sent to NSF field representatives in May of 1964 (before the EOA was passed by Congress) for discussion at a staff meeting to be held that month. The covering memo stated: "Naturally it is not possible for one field representative in each state to work on all these programs concurrently. The particular areas of concentration and priorities will vary from area to area, depending on the local situation."

In re-reading these guidelines, I find that there is very little that I would add to the objectives of our work. Some of the particular areas of NSF field activity now need elaboration and up-dating and there are many new programs that have been developed during the past two years. Most important, the memorandum does not spell out in sufficient detail how these programs can be implemented, particularly in problem areas. We now have had a body of experience in attempting to implement some of these programs during the past two years and we will be interested in hearing from field representatives on how and where this was done successfully in their states.

JW:ja

cc. Ed Stanfield ✓
Frances Pauley
Alice Spearman
Bob Valder
August VandenBosche
Fay Bennett

DRAFT

Guidelines for NSF Field Activity

OBJECTIVES

1. To help organize local communities and to develop local leadership of farm and nonfarm rural people to take action on programs to improve their economic and social position.

2. To work with existing state, county and community organizations in the development and implementation of action programs.

3. To disseminate information on existing government and non-government programs of benefit to rural people, and to assure that these programs are equitably administered and that all eligible needy people receive the full benefits of such programs.

4. To survey the needs of rural people and to develop new action programs, where necessary, tofill the unmet needs of low-income farmers and nonfarm rural people.

OUTLINE OF AREAS FOR NSF FIELD ACTIVITY

Anti-Poverty Program: To provide information and organize farm and nonfarm rural people to take advantage of the "Economic Opportunity Act of 1964." This educational campaign should be started immediately in order to familiarize rural people (through their community organizations) with the provisions of the Act so that they can take appropriate action as soon as the Act is passed by Congress and signed by the President.

All federal, state and community governmental agencies as well as concerned non-governmental organizations should be asked to cooperate in this campaign by providing speakers to local county and community groups to inform them of their agencies' program as specifically related to their local area.

(The following specific areas of activity should utilize applicable provisions of the "Economic Opportunity Act" as well as all other existing federal and state programs. If existing programs are inadequate, it may be necessary to mobilize public opinion in support of needed action. This should be done in cooperation with other concerned organizations, but only after consultation and approval of the national office.)

Housing: Help to arrange for repairs of dilapidated and deteriorated structures through loans and grants. Ascertain need for low-cost housing, homes for senior citizens, etc. Consult with federal, state and private ~~programs~~ agencies about surveying needs, and in formulating programs to provide needed facilities and services.

Employment and Training: Encourage all unemployed and underemployed to register for jobs and/or training at their State Employment Office. Work with Human Relations Councils and other concerned organizations and agencies to secure equal employment opportunity for Negroes, and to provide counseling, on-job training, and apprenticeship programs. Cooperate with NSF special representative who will be working to establish training programs for rural people.

Cooperatives and Credit Unions: Urge farmers to join existing farmer cooperatives wherever possible. If none exist in their area, or if local farmers have special needs not met by existing cooperatives, get expert advice on feasibility of establishing a new cooperative. Help to promote credit unions in all rural areas with assistance of Credit Union League and Bureau of Federal Credit Unions (HEW).

Health: Survey community resources and needs in hospitals, doctors, dentists, nurses, nursing homes, public health services, etc. Try to get cooperation of federal, state and private agencies in making survey and in drawing up recommendations and action program to meet community needs.

USDA Programs: Disseminate information on programs (FHA, ASCS, SCS, etc.) and assist people in applying for assistance. Special attention should be given to all applicants who are in need of grants or technical assistance in order to qualify for loans. (See NSF fact sheets for information and directives on specific programs.)

State Extension Service: Determine to what extent Negro farmers are being serviced by Extension Service. How do the services they receive compare to the services received by white farmers? Take up matters of inequalities in service with State Director and advise national office of the results of your findings and response by State Director.

Rural Electric Cooperatives: Rural people should be urged to participate at all meetings and activities of their cooperative. Rural Electric cooperatives can be of assistance in providing loans for rural development programs, organizing rural credit unions, etc.

Area Redevelopment Administration (ARA): Try to get Negro representation and participation in all ARA county committees. Study OEDP to see if it meets the needs of the community. If technical assistance is required to determine what can be done to increase industrial potential (and create new jobs), request ARA financing for a feasibility study. See if there are job-training needs that can be met by ARA, and request ARA and State Employment office to set up projects.

Now called "Economic Development administration"

Unemployment Insurance and Social Security: Provide information on how to secure benefits.

Surplus Food Distribution (including School Lunch and Food Stamp Programs): Survey present surplus food distribution program in the counties where you are working (see Mississippi survey). Determine how program can be improved and expanded. Petition county to take full advantage of program to meet the needs of hungry families in their county.

Farm Labor: To what extent is hired farm labor employed in your state? What are the wages and working conditions of hired farm workers? Explore possibility of organizing farm workers to demand better wages and working conditions.

Community Action Programs

The primary role of NSF is to act as the catalytic agent to mobilize and educate farm and nonfarm rural people (through existing local leadership, or to help develop the necessary local leadership) for action on programs to improve their economic and social position. When first working in new areas, NSF representatives will, in all cases, seek out the individuals who represent all segments of the farm and nonfarm rural people. This will include the ministers, teachers, county agents, Negro businessmen, and officers of local organizations.

The purpose of meeting with community leaders (individually and/or collectively, depending on the circumstances) is to inform them that you, as NSF's representative, are available to provide them with information on government and other programs and to assist the people in their community to take advantage of those programs.

In order to identify and to deal intelligently with the problems of each community, it will be necessary for you to familiarize yourself with the socio-economic conditions of the area and to determine which issues the community feels are most pressing (unemployment and underemployment, housing, equal opportunities in employment in nearby industries, job training programs, improved education, health and social services, surplus food, credit and grants for farm operating expenses and improvements, et al.

It would then be desirable to have all projects sponsored by a non-partisan area or county-wide organization representing all segments of the population. If there is presently no such organization in existence, every effort should be made to have the leaders see the importance of forming such an organization through which all county or area action programs could be channeled. This is particularly important in order to meet the standards required by the Office of Economic Opportunity to qualify for the benefits of the "Economic Opportunity Act of 1964" once it is passed by Congress. The organization can be named "_____ County Improvement (or Development) Association," or some similar name. It would be particularly advantageous to have such an organization in existence (representing the entire Negro community) in the event the white power structure should attempt to "hand-pick" some Negroes to serve on their committee for community development who were not the choice of the Negro community. If there is already a county (or area) development association in existence, which does not have Negro representation, an organization representing the entire Negro community can then request to be represented so that they can participate in any negotiations for community development projects with the Office of Economic Opportunity, or with other federal or state agencies. (We will write you shortly outlining the provisions of the "Economic Opportunity Act of 1964" with specific recommendations of what should be done to help local communities qualify for assistance under the Act.)

FOR THE ADVANCEMENT OF ALL AGRICULTURAL LABOR
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SINCE 1937

NATIONAL SHARECROPPERS FUND
112 EAST 19th STREET • NEW YORK, N. Y. 10003 • GRamercy 3-0284

August 23, 1966

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field director
5 Forsyth Street, N W
Atlanta, Georgia 30303

Mr. Ed Stanfield
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Stanfield:

Enclosed, for your information, is the final report of the Southern Rural Training Project (SRTP), which, as I think you know, closed up shop at the end of July.

At the beginning of the report is a one-page summary that allows a quick review of the record of SRTP over the past year. I hope that you will be free to read this summary now and the remainder of the report when you have an extra bit of time.

As you know, Fay Bennett is on vacation leave for the month of August. I am sure that when she returns to the office she would appreciate receiving any comments you may have on the past year's conduct of the project or on the contents of this final report for the Southern Rural Training Project.

Sincerely,

Gary Piper

Gary Piper
Special Assistant

GP/rgf
enc.

file NSF

FINAL REPORT

of

THE SOUTHERN RURAL TRAINING PROJECT

To

Dr. Curtis C. Aller, Director

Office of Manpower Policy, Evaluation and Research

U.S. Department of Labor

For

OMPER Demonstration Contract
No. 83-31-07

From

Dr. Sam F. Parigi, Director

Sponsor:
The National Sharecroppers Fund, Inc.
112 East 19th Street
New York, N. Y. 10003

Date:
August 1, 1966

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SUMMARY OF FINAL REPORT

The Southern Rural Training Project is an experimental manpower development project authorized under Section 201 of the Manpower Development and Training Act of 1964. The SRTP was created by a contract between the U.S. Department of Labor (Office of Manpower, Automation, and Training - Contract #83-31-07) and the National Sharecroppers Fund, Inc. The one-year project terminated on July 31, 1966.

SRTP was to demonstrate that local leadership in poorer areas of the rural South, coupled with the resources of nearby colleges, employment and education agencies, and other organizations, could help develop training programs to assist unemployed and underemployed persons in improving their economic situation.

During the past year SRTP has helped local leadership in Southern communities to achieve the funding of twelve programs which will provide training for more than 2,100 low-income adults. Favorable consideration has been received for most of sixteen additional projects to serve 3,000 trainees. The cost of SRTP per trainee will average $30-$70, depending upon the number of projects, not yet approved, which become operative. Projects have been developed by SRTP under the Manpower Development and Training Act, Titles I and II; the Economic Opportunity Act, Titles II-A, II-B, III-B, and V; and the Vocational Education Act of 1963. The funds for two-thirds of the projects developed will come from federal agency sources other than the Department of Labor (OEO and HEW).

Title III-B of the Economic Opportunity Act was found to be the most suitable legislation under which projects in rural areas could receive funds. In developing these projects, SRTP field staff encouraged indigenous people to take an active part in the planning and processing. Bi-racial advisory committees were organized, allowing seasonal farm workers to meet on an equal basis with their employers and with government agency personnel. These committees, it is hoped, will become permanent organizations to apply for other programs to meet their community needs.

In Louisiana, Georgia, and Tennessee, the first funded Title III-B programs were developed with the assistance of SRTP. From these programs, a model was developed upon which the design of other III-B projects was based, with variations to fit specific local needs.

With MDTA programs, SRTP found that the greatest problem rested in the long delays between initial application and final approval of projects. During these delays, which often extended to a year or more, local people remained ignorant of what was happening to their project; local enthusiasm consequently lessened; potential trainees were forced to accept alternatives; and replacements had to be found for originally chosen staff.

The greatest contribution of SRTP lay in providing the technical assistance necessary for local groups to learn to develop and process projects. If rural areas, small towns and colleges, and groups without financial resources are not to be excluded from manpower development efforts, similar technical assistance must be provided to potential project sponsors throughout the rural South.

SUMMARY OF PROJECT DEVELOPMENT (FINAL)

Projects Funded

Sponsor	Type of Project	Number of Trainees	Amount of Budget
Farm Bureau	III-B, Reserve, Louisiana	120	$ 76,586
School Board	II-B, Holly Hill, S. Carolina	500	25,105
College	Department of Labor E & D St. Mary's Dominican, Louisiana	90	70,650
College	Department of Labor E & D Loyola University, Louisiana	150	124,300
CAP	III-B, Ferriday, Louisiana	100	67,698
MACTAD	III-B, Mobile, Alabama	100	52,131
CAP	III-B, Fayette County, Tenn.	180	117,781
College	Department of Labor E & D Jackson State, Jackson, Miss.	115	56,209
CAP	III-B, Dorchester, S. Carolina	180	200,420
CAP	III-B, Thibodaux, Louisiana	180	224,668
CAP	III-B, Thomasville, Georgia	150	446,190
Community Organization	Department of Labor E & D Mobile, Alabama	280	966,570
		2,145	$2,428,308

Submitted But Not Yet Funded

Sponsor	Type of Project	Number of Trainees	Amount of Budget
Community Organization	OJT Prime Contract Mobile, Alabama	100	$ 40,000
CAP	III-B, Shiloh, Tenn. (Savannah)	960	713,479
CAP	III-B, Elk River, Tennessee (Fayetteville)	320	308,812

Submitted But Not Yet Funded (contd.)

Sponsor	Type of Project	Number of Trainees	Amount of Budget
County Welfare Dept.	Title V, Thomasville, Georgia	90	$ 350,000
Citizens Agency of TVA	III-B, Beech River, Henderson County, Tennessee	240	183,158
CAP	III-B, Dillon County, S. Carolina	360	349,340
Labor Union	Department of Labor E & D, Washington, D.C.	100	48,400
NSF	OEO II-B, Program Development in Georgia & Alabama	60	216,635
CAP	III-B, Alexandria, Louisiana	360	303,820
Office of Mayor City Council	III-B, Triana, Alabama	100	135,720
College	Department of Labor E & D, Mississippi	225	98,298
CAP	III-B, Orange-Calhoun Counties, South Carolina	240	256,540
CAP	III-B, Grand Coteau, Louisiana	100	91,950
Educational Institute	III-B, Fitzgerald, Georgia	120	191,650
		3,375	$3,287,802

Projects Developed, Processing Continuing By Other Sponsors

Sponsor	Type of Project	Number of Trainees	Amount of Budget
Office of the Mayor	Department of Labor E & D Tampa, Florida	400	$ 677,113
State Dept. of Education	Office of Education E & D Florida	180	57,610
College	E&D, Fort Valley, Ga., TAPPED	240	153,054
		820	$ 887,777
Total Project Development.....		6,340	$6,603,887

August 1, 1966

TO: Dr. Curtis C. Aller, Director
Office of Manpower Policy, Evaluation and Research
U.S. Department of Labor
Washington, D.C. 20210

FROM: Dr. Sam F. Parigi, Project Director

SUBJECT: Final Report of the Southern Rural Training Project: National Sharecroppers Fund – OMPER Demonstration Project No. 83-31-07 in Developing Job Training Programs Among the Hard-Core Unemployed and Underemployed in Southern Rural Areas

I. INTRODUCTION

The Southern Rural Training Project (SRTP), created under Section 201 of the Manpower Development and Training Act (MDTA) by a contract between the United States Department of Labor (Office of Manpower Policy, Evaluation and Research) and the National Sharecroppers Fund (NSF), is an Experimental and Demonstration project in program development.

In particular, SRTP was funded to test the hypothesis that a broadly based private organization could be successful in developing manpower programs for low-income, under-educated rural persons who otherwise would not receive training. Furthermore, it was the intent of the project to demonstrate that local leadership in poorer areas of the rural South can effectively be mobilized to develop training programs which will help the rural unemployed and under-employed improve their economic status.

During the past year, the SRTP staff (Project Director, Field Coordinator, and four Field Representatives) has been successful in assisting such local leadership to achieve the funding of twelve significant programs which will place in training more than 2,100 adults. A favorable response has been received from government agencies on funding (out of fiscal 1967 monies) other projects which will train an additional 3,375 workers. The vast majority of the projects and trainees are located in distressed rural areas, and it is the conviction of the project staff and sponsor that few rural persons in these communities would have received training without the assistance made possible by this experimental program. As substantiation for this conviction, it is noteworthy that SRTP was instrumental in developing the first funded Economic Opportunity Act (EOA) Title III-B programs for seasonal farm workers in Louisiana, Georgia, and Tennessee. Special emphasis was given to the development of projects in Area Redevelopment Areas (or EDA), including a funded program in the third poorest county in the nation (based on median family income) – Fayette County, Tennessee. Appendix I provides a tabular presentation of SRTP project development.

A matter of personal satisfaction to the staff was the fine working relationships which generally were developed with government agency personnel. This relationship made possible an exchange of information and a coordination of efforts which are indispensable for solid program development.

One of the reasons for the success of SRTP in initiating training programs in rural areas was that we did not limit ourselves to opportunities under a

single piece of legislation. During the course of the year, projects were developed under MDTA (Title I and Title II), EOA (Title II-A, Title II-B, Title III-B, and Title V), and the Vocational Education Act of 1963. Consultative activities, to help local leadership develop programs, ranged over most titles of the EOA, as well as the Elementary and Secondary Education Act.

That rural areas have received relatively few training programs attests to the difficulty of program development. Factors contributing to this imbalance of training projects in rural areas (as contrasted with urban) are legislative or administrative requirements (e.g., MT-1 for MDTA programs or close association with industrial development for EDA projects; a lack of facilities for training; wide geographic areas which make travel, communication, and coordinated efforts difficult; and a general shortage of resource persons to initiate or operate the projects).

The question arose, "Is SRTP authorized to develop non-MDTA projects?" The previous SRTP staff, under contract No. P-3-64, had developed only E&D MDTA projects under the U.S. Department of Labor. Some federal and state agency personnel stated that the Labor Department could not finance the development of programs under other legislation. SRTP felt that such an interpretation was overly restrictive in view of the inter-related functions of manpower development, whether under MDTA, EOA, or other legislation. In fact, our brief experience had shown us that one of the greatest needs was for inter-agency coordination in project development.

Consequently, a conference was arranged among Miss Fay Bennett, Executive Secretary of NSF; Dr. Sam F. Parigi, SRTP Director; and Dr. Curtis Aller, OMPER Director. After a discussion of the need for a broader approach to proposal development (as well as the prevailing shortage of MDTA Title I funds), Dr. Aller approved SRTP developmental activity under all appropriate legislation.

II. PROGRAM DEVELOPMENT

Manpower Development and Training Act

Summary of Program Development. Under MDTA legislation, SRTP has submitted eight E&D proposals, two of which have already been funded. Two other E&D proposals, developed last year, were given additional aid by SRTP this year and were funded. These projects were developed in five different states and involved a wide range of occupations (farm workers and farmers, secretaries, sub-professional social workers, building laborers, timber production men, civil service employees, sales persons, and a number of industrial workers). Included in these E&D projects was one On-the-Job Training (OJT) prime contract. Agency officials have informed SRTP that each of the non-funded MDTA proposals is being favorably reviewed; it is our hope that all will be funded in fiscal 1967. (Refer to Appendix I for the names and locations of the E&D projects.)

Forty-seven OJT-1's for 480 trainees have been signed by employers in five states, at the encouragement of SRTP staff. A number of these projects

have been funded, and others are being processed at the regional and federal levels.

E&D Project Development. During the initial Washington conference, our Project Officer requested that SRTP assist a group in Mobile, Alabama, to develop an E&D proposal. This proposal was subsequently developed (Mobile Area Committee for Training and Development, MACTAD) and submitted to OMPER on July 29, 1965. Training Agricultural People for Progress in Economic Development (TAPPED) had been initiated by the previous staff, but the proposal had to be completely rewritten and serviced. (We have, therefore, included it in the new project category.) The proposal was submitted to OMPER on August 27, 1965; but scarcity of funds crippled OMPER, and the project languished until both it and MACTAD were transferred to OEO. Further E&D development seemed futile, so SRTP's E&D activities were reduced.

When the strain on E&D funds was relieved (apparently by a decision of the Manpower Administrator to use the unallocated reserve for E&D's), SRTP rapidly developed several projects at the request of OMPER (Ability Development for Demand, Training Indigenous Persons for Sub-Professional Occupations, Training Project to Upgrade and Expand Employment Opportunities of Building Laborers in Washington, D.C., Mississippi Forestry Project). In addition, the MACTAD proposal was revised, to take account of current conditions, after OMPER reclaimed the program from OEO. A separate MACTAD-BAT prime contract proposal was also developed.

Four E&D projects of SRTP were funded during the contract period: two of them developed by the present staff; one, SEESAW, by last year's staff; and the Secretarial Training with Speech Improvement, developed by the Rev. Timothy Gibbons of St. Mary's Dominican College in New Orleans. On each of these projects, SRTP expended considerable time in aiding the sponsor or the funding agencies in processing the proposals through the stage of funding.

On-the-Job-Training Development Activity. Following a conference with Mr. John Speer, Assistant Regional Director, Atlanta BAT Office, and Mr. Keith Holloway, MDTA Specialist for BAT, SRTP undertook the initial stages of OJT development in rural areas. The SRTP role was to locate employers in rural areas who might be interested in the OJT program, explain the legislation and mechanics to them, and obtain a signed OJT-1. Our Field Representative would then refer the OJT-1's to the local BAT Field Representatives who were to negotiate the contract and process the OJT through its advanced stages. This procedure allowed SRTP to provide outreach to the thinly manned BAT staff, and, at the same time, was a method of bringing more OJT's to rural areas, since the BAT Representative would be contacting individuals and groups with an expressed interest in OJT's and some knowledge of the program. In addition, it was possible to schedule several appointments in a single rural area, thus lowering the cost per unit of OJT development for BAT.

At the time of our Atlanta conference, Alabama and South Carolina were lagging in OJT development; so it was decided that SRTP would exert its greatest efforts in those states, as well as in the EDA areas of Georgia. SRTP developed

the MACTAD-BAT OJT prime contract for 100 persons in Mobile, Alabama, but was unable to proceed with other OJT work in Alabama because of limited staff time.

Georgia, where OJT-1's for EDA areas were obtained by our Field Representative, provided the best results. The follow-up development of an OJT contract by BAT in Georgia has, to date, resulted in several funded projects. A number of the other OJT-1's have been processed by BAT to the regional and federal levels and funding is expected soon.

In South Carolina, our Field Representative obtained 28 signed OJT-1's for 146 possible trainees. For the most part, the OJT-1's were for small numbers of workers. Only in rare instances have the BAT representatives followed up the SRTP opening, although the state BAT Director has told our Field Representative that contacts will be made with the interested employers.

In the various states, the reaction of BAT representatives to our efforts varied. For example, in Knoxville, Tennessee, the BAT representative quickly contacted a printing company, and an OJT for five men was subsequently approved. (The company had printed our SRTP brochures, and, learning of their shortage of workers, we explained the OJT program and introduced the BAT representative to the company officials.) On the other hand, in Western Tennessee, the SRTP Field Representative obtained three signed OJT-1's, all in a single EDA county. After the OJT-1's had been referred to him, the BAT representative wrote letters to the employers stating that he was out of travel

money (it was early spring) and suggesting that they contact him in the metropolitan area. One of the OJT-1's was for 12 men, and provided that 12 additional persons would be hired within a short period.

Other MDTA Activities. During the contract year, SRTP Field Representatives were frequently able to assist agency personnel with regular MDTA programs. For example, in Georgia our Field Representative was successful in recruiting 15 trainees for an MDTA class that was having recruiting difficulties. Our Louisiana representative was successful in bringing together a private group, which regularly assembled 400 persons, for a meeting with the Employment Service. This group had also been acting as a voluntary placement service and was not generally aware of the training opportunities available under MDTA. Several persons from the group were soon placed in training. This new relationship between the private group and the Employment Service has been mutually beneficial.

Title III-B Programs Under the Economic Opportunity Act

Summary of Program Development. The greatest success of SRTP in bringing manpower training to rural areas has been through the EOA Title III-B programs for migrant and seasonal farm workers. Out of the sixteen EOA Title III-B proposals submitted, seven have already been funded (in five different states), and the staff is optimistic that the Migrant Division will fund the remainder of the projects in fiscal 1967. As a result of the fundings, approximately 1,300 seasonal farm workers are already in prevocational training, and approximately 3,000 others should be in such training by the end of fiscal 1967.

Aided by Mr. Tom Karter, Chief, Migrant Division, and Mr. Ken Vallis of that office, SRTP was able to develop the first funded EOA Title III-B programs in the states of Louisiana, Georgia, and Tennessee. In addition, SRTP has presented two proposals which call for joint funding from the local CAP's Title II-A allocation and from Title III-B funds. These two proposals are being favorably reviewed and could set a precedent for further joint fundings. Because this was pioneering work, SRTP developed a model for such programs. Its basic ingredients were copied in other areas, although, of course, variations to fit specific circumstances were made. One of those that followed the SRTP model closely is the multicounty III-B program of the State OEO in Florida.

Project Development. SRTP found the EOA Title III-B programs to be the best tool for bringing training to rural areas, both because of the legislation, which is flexible and tailored to rural needs, and because of the administration of the program, which is both quick and efficient. Our normal procedure was to check with the Migrant Division to ascertain whether OEO would be receptive to a new program which we thought feasible. Given an affirmative reply, the staff would work with the local sponsoring group to complete the project development, and the proposal would be submitted to Washington.

During the early days of SRTP III-B development, we would seek a sound sponsor for a program in areas where there were large numbers of low-income seasonal farm workers. Later, the rapid funding of EOA III-B projects, developed by SRTP, led to frequent requests for SRTP aid. It was our experience

that III-B programs would be funded within approximately three months of submission, although some projects were funded much more rapidly.

In developing the EOA Title III-B programs, SRTP sought to involve all responsible representatives of the rural area. Visits were made to the local Employment Service, education officials, Welfare and Health Department personnel, the County Agent, Agriculture Stabilization and Conservation Service, farm organizations, county judge, and the seasonal farm workers for the purpose of explaining the basic program, seeking suggestions for improving the proposal, and insuring the involvement and active support of all parties. The persons contacted overwhelmingly gave us their cooperation.

A III-B project developed by SRTP usually contained provisions for basic education, prevocational training, medical and counseling services, and assistance in job placement or in advanced training. Therefore, many of the contact persons mentioned above could provide invaluable service to the project. The Employment Service could assist in recruitment and placement or in advanced training, while education officials were able to offer aid in obtaining training facilities and instructors. Welfare and Health Department personnel gave classroom lectures and demonstrations; and, of course, eligible trainees could be referred to them for individual problems. The various agricultural officials were helpful in obtaining farm equipment for training, classroom lecturing, explaining and processing loan applications, and demonstrating actual farming techniques. Since the program was for the seasonal farm workers, projects developed by SRTP had a one-third representation of

seasonal farm workers on the Advisory Committees which governed the programs. SRTP Field Representatives encouraged these indigenous persons to take an active role in the affairs of the Advisory Committees.

SRTP project development advanced at a rapid pace. The Field Representative would spend several days in the local area where he was developing a project. Accompanied by a local person, he would make the visits described above, then draft the proposal. Spending several days in the local area allowed the Field Representative to get a better insight into the region in which he was working and to develop the proposal efficiently. We found that involving the local sponsor in project development had several benefits: the sponsor learned the mechanics of project development; a local person was enabled to explain the program in detail; time was saved in locating prospective trainees; and the sponsor became committed to the project. The SRTP Knoxville office processed all proposals to Washington. Before a program was submitted, the SRTP Director would accompany the Field Representative to a meeting with the sponsor and the Project Advisory Committee for a thorough review of the project. The purpose of these meetings was to insure that all persons understood the program and their obligations, and to obtain the approval of the Advisory Committee.

Other Developmental Activity

Title V of EOA. One Title V project was developed by the SRTP staff. The program has been favorably reviewed by Georgia state officials, but further processing has been delayed until the staff of the local public welfare unit can be increased. Indications are that the project will be funded before the end of calendar 1966.

Although the Title V programs are less flexible than the Title III-B's, they represent a good resource tool, virtually untapped at present, for manpower training in the rural areas. Project development requires a close working relationship with the local welfare unit, but there is a flexibility in the range of training permitted, making Title V projects especially suitable for unskilled, undereducated persons.

Title II-B of EOA. SRTP assisted the Holly Hill (South Carolina) School District in obtaining one of the first adult education programs in that state. The program was also significant for the degree of its local participation, and it has served as a model for other II-B programs in the state. More than 500 persons are enrolled in the training.

Vocational Education Act of 1963. Under this legislation, one project was submitted to HEW. This project was designed to raise the skill levels of Negro teachers, presently or formerly teaching in segregated schools, who had not been able to make a score of 500 on the National Teachers Examination (NTE), but who otherwise had the ability to be effective teachers. The Florida State Department of Education was to sponsor the project (TEST), which would develop a syllabus that might be followed by other Southern states. One complaint against the NTE in Florida was that it was a tool of segregation, since a teacher was not required to take the examination if he did not wish to transfer to another school. (The state legislature, not the State Department of Education, had imposed this use of the NTE.) Peter Pesoli, SRTP Field Coordinator, was told by HEW to expect immediate funding, but HEW then

decided that the State Education Department of Florida should not be the sponsor and that junior colleges were not appropriate facilities for this program. It was, however, suggested that a much larger project of the same nature (although with a different sponsor and facilities) should be developed. The disposition of this project has been disappointing, since a pilot project could have already laid the ground-work for larger programs.

III. PROBLEMS IN FUNCTIONING

Difficulty in Initiating Program Development

A four-day orientation in Washington for the new SRTP staff was arranged by the sponsor in late June, 1965. During this orientation, we met our Project Officer and were briefly introduced to a number of OMPER officials, as well as to other agency personnel. For the most part, our orientation sessions were too general for the specialized field of manpower development. When we requested detailed information needed to begin our project (flow charts showing the procedure for processing E&D's, regular MDTA's, or OJT's; written information on technicalities such as MT-1's and MT-2's), we were usually informed that such material was not available. Fortunately, our Project Officer did arrange for us to meet with Mr. Charles Green of OMPER, who was able to give us needed information on the Manpower Administration and on the processing of E&D's. Additional help was obtained from Miss Mary C. Ellis, Regional Field Coordinator for MDTA, HEW, on

the mechanics of MDTA. Our staff had gone to Washington feeling that, since we were a private organization established by our sponsor specifically to operate under a Labor Department contract, we would have an intimate working relationship with OMPER which would be helpful to us in initiating our work and would also provide SRTP with access to manpower communications and publications needed for program development.

Such a relationship developed more slowly than we had expected. Initially, the staff had to win the confidence of agency personnel and, subsequently, was able to obtain the technical data needed for project development in the manpower field. More than six months passed before SRTP was placed on the OMPER mailing list.

In retrospect, two other factors probably influenced early SRTP relations with OMPER. For one thing, OMPER had just undergone a rather extensive change of personnel, and was also in the midst of reorganization. Thus, some personnel were not experienced, and others may have had greater-than-normal demands upon their time. The second factor involved the rupture in SRTP operations during the previous contract. Apparently a number of Labor Department personnel were familiar with the confusing events that led to the rupture and the subsequent granting of the new contract. The new SRTP staff found it necessary to prove its competence in program development work. As the year progressed, SRTP's working (and personal) relationships with OMPER constantly improved.

E&D program development by SRTP was also decidedly influenced by the initial Washington conference, when we were informed by OMPER officials that twelve of the twenty million dollars allocated to E&D programs for fiscal 1966 had already been committed and that programs with a cost exceeding available funds were already in Washington for processing. Within a month, SRTP was told by OMPER that sixteen of the twenty million dollars had been allocated. We submitted new E&D proposals to OMPER for Training Agricultural People for Progress in Economic Development (TAPPED) and the Mobile Area Committee for Training And Development (MACTAD), but these proposals were transferred to OEO. (MACTAD was later reclaimed by OMPER.) Learning that the reason for the transfers was a lack of OMPER funds (and not wishing to experience a sterile year), SRTP began to search non-MDTA legislation for programs that would be appropriate for manpower development in rural areas. Therefore, the conference mentioned earlier in this report was arranged with Dr. Aller to clarify our authority to develop non-MDTA programs.

Servicing of Proposals. A basic difference of opinion between OMPER and SRTP concerned the servicing of proposals after they were submitted. OMPER officials expressed the opinion that SRTP should prepare the proposal and then forget the project, further processing being the sole responsibility of OMPER. It was our experience, however, that projects did not move to funding unless they were serviced at the state and regional levels. State and regional officials wanted to know when a project was being prepared and the nature of that proposal. If they were to devote staff time to the processing of the proposal,

they wanted some assurance that there was a good likelihood of approval on the federal level. They also took an interest in proposals with which they were familiar and wanted to know what progress had been made past their level in the funding process. OMPER, not having a field staff and being short on secretarial help, evidently had difficulty in keeping the local agencies informed.

It was also the SRTP experience that some "work sessions" with the state and regional officials were usually necessary even after the proposal was being favorably considered. In the funding process, a proposal often encounters problems. If someone checks on the proposals and clears those problems, the project continues to move. Otherwise, the project may remain dormant for weeks.

Moreover, it was the feeling of SRTP that when we developed a proposal for a local sponsor (often asking them to provide information or contact persons), we had an obligation to keep that sponsor informed of developments and to try to expedite the funding process. Therefore, SRTP customarily contacted the appropriate state, regional, and local officials to inform them when a new proposal was being developed, to ask their advice, and to seek their assistance. Officials were regularly keep abreast of program development, and informational copies of proposals were forwarded to them when the program was submitted. If difficulties were encountered, we contacted the officials to see whether we could explain the matter or could modify the proposal to make it acceptable. SRTP found the servicing of proposals necessary, often requiring time equal to or in excess of that spent prior to formal submission.

MDTA Experimental and Demonstration Projects

The SRTP staff believes that the E&D projects are very much needed, and we therefore wish to offer some constructive criticism based on our experience with the program.

Perhaps the greatest flaw in the E&D program under MDTA is the slowness of processing proposals. If a project achieves funding within six months of submission, that represents a typically rapid processing. Delays of a whole year are not at all uncommon, and many projects are moved even more slowly. The sponsor and persons involved in submitting a project become discouraged when the funding process is so prolonged, especially when they are not informed of developments. Often staff or facilities which could have been used for the project are lost because of the long delays. Two sponsors of MDTA experimental projects, who had already received funding by other federal agencies, stated that the MDTA process was the most prolonged and frustrating that they had encountered.

Timing is just as important in manpower programs as it is in monetary or fiscal policy. A project may be very timely at one period, but a year later the area may be so inflamed that the project has little chance of success. A program designed to coincide with the closing of a defense facility would have to be redesigned if the workers had been unemployed for a year. Furthermore, sound MDTA planning requires that the job training coincide with the labor market demands. Over an 18-month period, new priorities may develop which require the time-consuming mechanics of revising the proposal, getting new MT-1's, etc. Time-flow schedules should, therefore, be developed for

E&D proposals. If the reviewing authorities believe that a program has sound potential, an end-time-period should be set by which the proposal would have moved past an agency or reviewing level. If the reviewing group finds flaws in the proposals, those reviewers should be held responsible for clearing those difficulties or for informing the Manpower Administrator why the proposal cannot be cleared. Notice of such difficulties should be passed on to the sponsor. While no one wants to see governmental money wasted through hastily developed programs, there is no reason why the MDTA funding process should take longer than six months.

Perhaps those who can best help expedite the E&D programs are the relatively new Manpower Teams, composed of representatives of the Labor Department, HEW, and OEO. One suggestion is that OMPER could review and refer to the Manpower Teams only the most promising of proposals. Sponsors of proposals not forwarded to the Manpower Teams would be informed within a stated period that their programs will not be given further consideration. The regional personnel serving on the Manpower Teams could be held responsible for moving the projects through the state and regional levels, while Washington personnel, or OMPER, could implement funding at that level. If the E&D programs continue to be processed through so many governmental levels, some time-flow schedule seems imperative.

Of course, another possibility is that the Manpower Teams, being composed of veteran agency officials, could themselves serve as the review team and "sign off" programs to Washington. Such a system would, however,

raise the question of proper review and implementation once the programs are initiated. State agencies currently perform this task, and perhaps they could continue to do so if they were kept abreast of project development and if their evaluations of the merit of the E&D proposals were still given consideration. In either case, state and regional officials should be given more information on the priority of E&D proposals being processed, and state officials should be assured that the E&D projects will not directly reduce their state allocations (a prime concern of many state directors).

One other point needs consideration in developing E&D projects: Who will synthesize the ideas of the sponsor, expand them so that they meet the requirements of MDTA funding, and make the necessary contacts at the local level? To relegate this task to the sponsor would result in locating programs in urban areas or at institutions having persons skilled in proposal drafting. Rural areas, small towns and colleges, and groups without the financial resources to hire consultants would, for all practical purposes, be excluded from the E&D field, while urban areas and groups would easily obtain such projects. This narrow concentration would not be healthy for the E&D program; some valuable projects, already funded, would not have been possible. Because MDTA is a specialized field, a specialist is needed to work with the sponsor in developing a program. This specialist may come from the Manpower Team, OMPER, regional and state agencies, or private agencies such as the National Sharecroppers Fund, which organized and sponsored SRTP under government contract. Explaining the intricacies of MDTA is a difficult process. A field staff, which can work regularly with the sponsor in his locale, is needed.

Bureau of Apprenticeship and Training

SRTP appreciates the cooperation it received from the national and regional BAT offices, as well as from most of the state BAT personnel. A few BAT representatives seemed to resent the additional work placed on them by SRTP developmental activities. The large number of OJT-1 signers who were not contacted gives cause for some reflection on the value of the BAT-SRTP arrangement. As a private organization, we did not wish to pressure the BAT representatives, who may have had sound reasons for not contacting the employers. Perhaps it would have been better to submit all OJT-1's to the regional office rather than to the individual BAT representatives. Certainly, better follow-up would have resulted. We think this matter is worth investigation since other private organizations, already operating in rural areas, could probably provide substantial outreach to BAT. For SRTP developmental purposes, a BAT prime contract would have been a tremendous boost.

Economic Opportunity Act

SRTP's effectiveness in developing EOA Title III-B's was accelerated by the cooperation received from the Migrant Division. Requests for model proposals, forms, or technical clarifications were quickly met. On several occasions, Ken Vallis accompanied our Field Representatives on visits to the sponsors who were submitting the programs, and this cooperation in the field further cemented our relationship.

The III-B's are particularly well-suited to rural manpower programs because they are not limited by a requirement such as the MT-1 (although program training should be related to employment prospects). Persons who are normally excluded from MDTA programs can be reached by III-B projects. Such elementary training can serve as a bridge to more advanced education and training.[1]

A rigid definition of "seasonal farm worker," which determines eligibility for the program, excludes participation of many needy marginal farmers. A change in legislation liberalizing the definition of eligible participants would make the programs even more appropriate for rural areas. One other difficulty, recently encountered, is the slowness of the OEO fiscal office in making funds available to approved programs. Three projects, sponsored by organizations without liquid assets available from other sources, may have their starting dates deferred because of this delay in the receipt of operating funds.

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[1] In Fayette County, Tennessee, 180 trainees were divided into three groups according to their educational achievement level. Sixteen persons were in the top classification, and they were "barely functionally literate." (See letter attached, Appendix III.)

Trainees of the completed Reserve, Louisiana, project showed such an interest in adult education that the school superintendent, who had previously thought a lack of motivation existed, instituted adult education classes under EOA Title II. A number of the trainees from the Reserve project also entered MDTA training.

IV. EVALUATION

The prime objective of the Southern Rural Training Project was to demonstrate the effectiveness of a voluntary, nonprofit agency in organizing a professional staff to act as liaison in bringing new adult training programs to rural areas. The large number of projects approved, persons in training, and projects being favorably reviewed attest to the success of this demonstration. The number of fundings should prove the merit of the experiment, although we believe that many other positive benefits have accrued.

Rural leaders were generally unaware of the possibilities of adult manpower training, or, perhaps equally as important, were unable to draw a project together, draft the proposal, and process it through the stage of funding. SRTP increasingly involved the local leadership in program development, having them accompany Field Representatives in the developmental work. Many of these local persons are now capable of submitting new or renewal proposals without additional help. One leader stated:

> I like the way you fellows operate and I learn a lot by going with you. I wouldn't have know how to contact the agency people, but now that my foot is in the door, there will be no problem.

Many people suppose that rural agency officials communicate frequently with each other and that each person is familiar with the other's work. SRTP did not find this familiarity a general rule in rural areas. Often personnel of one agency were not familiar with the operations of other agencies; and seasonal farm workers quite frequently had misconceptions about agencies with which

they had had few or no previous dealings. The readiness of local agency personnel to cooperate and to participate in the rural projects was gratifying, once the program was explained and once any apprehensions they may have had were alleviated. Usually such assistance not only made the project a better one, but also enabled local officials to perform their own jobs with greater knowledge and efficiency:

> My territory is just too big and there are too many persons for me to serve. I really appreciate the opportunity of getting together with 20, 60, or 100 people in one place.

In many rural areas, SRTP has assisted in the development of the first significant training projects for adults. We feel that this base will stimulate the development of other projects because the rural leadership has gained "know-how" and the rural citizenry has learned that manpower legislation can have real significance in bettering conditions, both of individuals and of their communities. Social change was also a part of the program development:

> I think that the most significant factor of the meeting tonight was that the seasonal farm workers could sit and discuss a training program with the "big" farmers. I don't think some of the persons attending have ever before participated in a meeting of Negroes and whites similar to this one.

The flexibility of SRTP was a factor contributing to our success. Although our operating expenses were supplied by the NSF-OMPER contract, and while SRTP always responded to an OMPER request for assistance with quick service, OMPER did not control our actions. The same flexible arrangement existed with our sponsor, the National Sharecroppers Fund. When hired, the Project

Director was given the authority to run the project as he deemed proper, of course keeping the Executive Secretary of NSF and OMPER officials fully informed of activities, and utilizing NSF contacts or reputation when feasible. NSF's Executive Secretary attended monthly staff meetings with SRTP staff, thus making for close cooperation and harmonious relations. In some instances NSF personnel were able to introduce SRTP staff to local leaders and resource people; in other cases NSF staff agreed to assist in recruiting trainees for projects. In one instance, an NSF staff member volunteered his services as a part-time instructor in a project.

SRTP moved ahead with ease in contacting government agency personnel. Although we respected the lines of authority, we found that we could act as useful liaison persons between agency personnel, notifying them of new developments in project processing and arranging coordinated activities with other agencies (e.g., the Title III-B programs). Our staff, in the line of project development, would visit many agency offices and often obtain new information or material on such visits. Non-confidential material was then distributed to other agency personnel, and all undoubtedly gained from this exchange of data.

At the inception of our contract, the SRTP staff made a determined effort to contact government agency personnel at all levels. Some persons did not see the need for an organization like SRTP; others were skeptical about a private organization coming into an area and promising many things without delivering (thus placing additional burdens on the regular agencies); a few persons expressed

concern that SRTP would not respect established lines of authority or methods of operating. SRTP soon became acquainted with the many manpower "pros" in the agencies, and we were pleased that the agency personnel reciprocated by offering us professional respect and cooperation. One should not expect all relationships in a dynamic field like manpower development to be smooth. However, the SRTP staff is of the opinion that a demonstration has been made that a private developmental organization can coordinate its efforts with the existing governmental agencies, thereby providing them new contacts, ideas, and extended project outreach.

The relative cost of the SRTP project for each person placed in training has been moderate. The cost per trainee ranges from about thirty to seventy dollars, depending upon whether the sum is computed on projects already funded, or upon the larger figure including projects anticipating funding. Considering the past difficulty of bringing significant projects to the most economically distressed rural areas and the expense to government agencies of trying to develop programs for a comparable number of rural persons, the cost seems easily justifiable.

Another factor to be considered is the experience gathered by the project staff and the future use of that experience. Three of the staff (Parigi, Pesoli, Morris) are Associate Professors in colleges, and they will be transmitting their accumulated knowledge to a large number of students and businessmen and will probably participate in project development near their academic communities. Our NSF sponsor will continue to employ two of the staff (James

and Sharp). The sixth member of the staff (Newall) may accept a position as the director of a multi-county CAP program or may direct an EOA training project.

A large number of the groups with which we have worked have earnestly told SRTP, "This program would not have been possible without your help." The SRTP staff, in turn, would like to thank the local people, agency personnel, NSF sponsor, and the Department of Labor (OMPER). Our success would not have been possible without all of their assistance and cooperation.

APPENDIX I

PROJECT DEVELOPMENT OF SOUTHERN RURAL TRAINING PROJECT

SUMMARY OF PROJECT TOTALS

	Number	No. Of Trainees	Budget Totals
Projects Funded	12	2,145	$ 2,428,308
Projects Submitted, Funding Anticipated In Near Future	14	3,375	3,287,802
Projects Developed, Processing Continuing With Other Sponsors	3	820	887,777
TOTALS	29	6,340	$ 6,603,887
Projects Submitted with SRTP Consultive Assistance	3	2,990	$ 3,132,478
OJT Programs	47	480	--------

NOTE: Projects funded or to be funded by agencies other than Department of Labor: $4,369,293

NAME OF PROJECT	LOCATION	TYPE OF PROJECT	SPONSOR	NO. OF TRAINEES	AMOUNT BUDGET	DATE SUBMITTED	DATE FUNDED	CURRENT STATUS
Projects Funded								
Special Extension Education For Secretarial and Agricultural Workers	New Orleans, La.	E & D	Loyola University	150	$124,300 (Admin. Only)	fiscal 1965	12/65	Operational
Secretarial Training With Speech Improvement	New Orleans, La.	E & D	St. Mary's Dominican College	90	$ 70,650 (Adm. only)	12/14/64	12/65	Completed
Mobile Area Committee For Training and Development, Inc., Project MACTAD	Mobile, Alabama	E & D	Mobile Area Committee for Training and Development, Inc.	280	$966,570	Orig: 7/29/65 Revised 3/12/66	6/27/66	Operational
Reserve, Louisiana Title III-B (EOA) Program For Seasonal Farm Workers	Reserve, La.	III-B	St. John the Baptist Parish Farm Bureau	120	$ 76,586	11/30/65	1/17/66	Completed
Title II-B Holly Hill Basic Education Program	Holly Hill, S.C.	II-B	Holly Hill School Board	500	$ 25,105	1/3/66	1/17/66	Operational
Ferriday, Louisiana Title III-B (EOA) Program For Seasonal Farm Workers	Ferriday, La.	III-B	South Delta Community Action Association	100	$ 67,698	12/17/65	3/28/66	Will Start 12/1/66
Mobile, Alabama Title III-B (EOA) Program For Seasonal Farm Workers	Mobile, Ala.	III-B	Mobile Area Committee for Training and Development, Inc.	100	$ 52,131	1/7/66	3/30/66	Completed
Training Indigenous Persons For Sub-Professional Training	Jackson, Miss.	E & D	Jackson State College	115	$ 56,209 (Admin. only)	2/23/66	6/9/66	Operational
Fayette County Tennessee Program for Seasonal Farm Workers	Sommerville, Tenn.	III-B	Fayette County Economic Development Commission	180	$117,781	3/24/66	5/20/66	Operational

NAME OF PROJECT	LOCATION	TYPE OF PROJECT	SPONSOR	NO. OF TRAINEES	AMOUNT BUDGET	DATE SUBMITTED	DATE FUNDED	CURRENT STATUS
Dorchester County, South Carolina, Title III-B (EOA) Program For Seasonal Farm Workers	St. George, S.C.	III-B	Colleton-Dorchester Counties Development Corporation	180	$200,420	4/29/66	5/30/66	Operational
La Fourche Parish Title III-B (EOA) Program For Seasonal Farm Workers	Thibodaux, La.	III-B	La Fourche Community Action Program, Inc.	180	$224,668	5/2/66	5/30/66	Operational
The Southwest Georgia Community Action Council, Inc. Title III-B (EOA) Program For Seasonal Farm Workers	Miller, Grady, Mitchell, Worth, Thomas, Colquitt Counties in Southwest, Georgia	III-B	Southwest Georgia Community Action Council, Inc. Moultrie, Georgia	150	$446,190	5/17/66	5/30/66	Operational
TOTAL PROGRAMS: 12			FUNDING TOTAL	2,145	$2,428,308			
Projects Submitted, Funding Anticipated In Near Future								
OJT Prime-Contract Mobile, Alabama	Mobile, Alabama	OJT Prime-Contract	Mobile Area Committee for Training and Development, Inc.	100	$ 40,000	3/22/66		Approved in Washington, Funding imminent
Shiloh Area Title III-B (EOA) Program For Seasonal Farm Workers	Hardeman, Perry, McNairy, Chester, Wayne, Decatur, Hardin Counties in Tennessee	III-B & II-A	Shiloh Area Development Corporation Savannah, Tennessee	960	$713,479	5/19/66		Funding Anticipated in 8/66
Elk River Title III-B (EOA) Program For Seasonal Farm Workers	Lawrence, Grundy, Lincoln, Coffee, Marshall, Bedford, Giles, Moore, Franklin Counties In Tennessee	III-B & II-A	Tennessee Elk River Development Agency, Office of Economic Opportunity, Fayetteville, Tennessee	320	$308,812	5/27/66		Funding anticipated in August, 1966

NAME OF PROJECT	LOCATION	TYPE OF PROJECT	SPONSOR	NO. OF TRAINEES	AMOUNT BUDGET	DATE SUBMITTED	DATE FUNDED	CURRENT STATUS
Thomas County Title V (EOA) Program For Seasonal Farm Workers	Thomas County Georgia	Title V	Thomas County Welfare Department	90	$350,000	5/23/66		Funding Anticipated in fiscal 1966
Henderson County, Tennessee Title III-B (EOA) Program For Seasonal Farm Workers	Henderson County, Tennessee	III-B	Beech River Watershed Development Authority, Lexington, Tenn.	240	$183,158	6/7/66		Funding Anticipated in August,1966
Training Project to Upgrade Skills and Expand Employment Opportunities of Building Laborers	Washington, D. C.	E & D	Building Laborers Local Union No. 74	100	$ 48,400 (Adm. Only)	6/14/66		Funding anticipated in fiscal 1967
Dillon County, South Carolina EOA Title III-B Program for Seasonal Farm Workers	Dillon, S. C.	III-B	Dillon County Community Action Council, Inc.	360	$349,340	6/21/66		Funding Anticipated in September '66
Mississippi Forestry Project	Jefferson, Amite, Franklin, Wilson Counties in Miss.	E & D	Southwest Mississippi Junior College, Summit, Mississippi	225	$ 98,298 (Adm. Only)	6/24/66		Funding Anticipated in fiscal 1967
Diversified Program Development For The Rural Areas of Alabama and Georgia	States of Alabama and Georgia	OEO	National Sharecroppers Fund	60	$216,635	6/27/66		In Washington For Review
Rapides Parish EOA Title III-B Program For Seasonal Farm Workers	Rapides Parish, Louisiana	III-B	Parents for Action In Community Endeavors	360	$303,820	7/15/66		
Triana, Alabama Title III-B (EOA) Project	Triana, Ala.	III-B	Office of the Mayor	100	$135,720	7/14/66		
Calhoun and Orangeburg County Title III-B (EOA) Program for Seasonal Farm Workers	Orangeburg and Calhoun Counties in S. C.	III-B	Orangeburg Area Committee for Economic Progress, Inc.	240	$256,540	7/19/66		

NAME OF PROJECT	LOCATION	TYPE OF PROJECT	SPONSOR	NO. OF TRAINEES	AMOUNT BUDGET	DATE SUBMITTED	DATE FUNDED	CURRENT STATUS
Grand Coteau Title III-B Program for Seasonal Farm Workers	Grand Coteau, La.	III-B	Southern Consumers' Ecucation Foundation	100	$ 91,950	7/22/66		
Educational Institute For The Advancement Of Minority Groups, Inc. Title III-B Program for Seasonal Farm Workers	Fitzgerald, Ga.	III-B	Educational Institute for the Advancement of Minority Groups, Inc.	120	$191,650	7/28/66		
TOTAL PROGRAMS: 14				3,375	$3,287,802			
Projects Developed, Processing Continuing With Other Sponsors or Agencies								
Training Agricultural People for Progress in Economic Development	Fort Valley, Ga.	E & D	Fort Valley State College	240	$153,054	8/27/65		
Teaching Educational Skills to Teachers "TEST"	Tallahassee, Fla.	E & D	Fla. State Department of Education	180	$ 57,610	11/4/65		
Ability Development for Demand (ADD)	Tampa, Florida	E & D	Office of the Mayor	400	$677,113	1/6/66		
TOTAL PROGRAMS: 3			FUNDING TOTAL	820	$887,777	TOTAL NO. TRAINEES	TOTAL AMOUNT OF BUDGET	
						6,340	$6,603,887	
Projects Submitted With SRTP Consultive Activities								
Special Program of Education And Training for Adult Migrant And Seasonal Workers	State of Florida	III-B	Division of Economic Opportunity Office of the Governor	2,500	$2,472,855	4/7/66		

NAME OF PROJECT	LOCATION	TYPE OF PROJECT	SPONSOR	NO. OF TRAINEES	AMOUNT BUDGET	DATE SUBMITTED	DATE FUNDED	CURRENT STATUS
Leadership Education for Action Projects for Alabama	Miles College Birmingham, Ala.	Title II OEO training project	Miles College	130	$250,612	6/17/66		
Mobile Alabama, III-B Year-Round Program for Seasonal Farm Workers	Mobile, Ala.	III-B	Mobile Area Committee for Training and Development, Inc.	360	$409,011			
TOTAL PROGRAMS: 3		FUNDING TOTAL		2,990	$3,132,478			

APPENDIX II

STAFF OF THE

SOUTHERN RURAL TRAINING PROJECT

Sam F. Parigi, Project Director

Peter L. Pesoli, Field Coordinator

L. S. James, Field Representative for South Carolina

Alfred L. Morris, Field Representative for Florida and Georgia

Albert F. Newall, Field Representative for Tennessee and Alabama

Walton H. Sharp, Field Representative for Louisiana and Mississippi

Project Secretaries

Mrs. Jo Anne Steele

Mrs. Sarah Petty (Part-time)

APPENDIX III

C
O
P
Y

Southern Rural Training Program
Title ### III-B
Fayette County Training School
Somerville, Tenn. 38068

Dr. Sam F. Parigi, Director
Southern Rural Training Project
1407 Fifth Ave., N.E.
Knoxville, Tenn. 37917

Dr. Parigi:

Our school has been in operation for three weeks. We have separated the school attendants into three levels of ability. The highest level (consisting of 16 people) is just barely functional. The balance, about equally divided, are illiterate completely to barely being able to read.

All of these people at one time had some skill in reading and writing, but thru non-use this has been lost.

We are just at this point beginning to introduce the terms of the concurrent pre-vocational skill the students are pursuing into their academic work to increase both interest and primarily to increase recognition of "working" words.

The interest among the students is high and the enthusiasm of the teachers is very high. All the teachers feel they will reach the students and begin to do what the program is designed to do.

Very truly yours,

/s/ Henry B. Duquette

Henry B. Duquette

P.S. The teachers like this method of not being restricted to a book. It does several things. It insures preparation by the teacher, the subject matter can be of interest, and it supplies a work sheet for the student.

SOUTH CAROLINA COUNCIL ON HUMAN RELATIONS

1330 Laurel Street
Columbia, S.C.

*Proposed Budget for L. S. James

	$7,500.00	Salary
	1,200.00	Travel
	600.00	Travel (non-staff)
	575.00	Postage
	420.00	Rent
	225.00	Supplies
	380.00	Phone
	1,200.00	Part-time Secretary
	300.00	Office equipment (desk - chairs - typewriter - etc.)
Total	$12,400.00	
	3,000.00	Needed for Leadership Training (may get thru CAP but no time soon!)
	$15,400.00	

* Shifts within the budget may be required but total should be adequate.

Progress Report by National Sharecroppers Fund
on the Joint Employment, with the
South Carolina Council on Human Relations,
of a Rural Field Representative

Mr. L. S. James' work in the rural areas of South Carolina has been carried out with guidelines laid down by NSF, and with the cooperation and supervision of Mrs. Alice N. Spearman, Executive Director of the South Carolina Council on Human Relations. His work has been mainly concentrated in the following areas:

1. To bring information to low-income farm and non-farm rural families on how they can participate in governmental programs. To assist farmers in applying for FHA loans and to follow through on cases of discriminatory practices.

2. To develop local leadership and work with rural community organizations in the implementation of programs for economic improvement.

3. To secure Negro participation and representation on ARA, FHA, and ASC County Committees.

4. To help secure MDTA training programs for rural people and to encourage local people to apply for such training.

5. To work for equal employment opportunities.

6. To inform farmers of the advantages of joining or organizing their own farmer cooperatives and rural credit unions.

7. To establish the need for surplus food distribution and to get the counties to undertake such distribution to the needy and hungry in their counties. (South Carolina is the only state in the continental U.S. without a food distribution program. Several counties are now experimenting with the program.)

The Past Year's Work

Some of the highlights of the work and accomplishments of Mr. James in South Carolina during the past year follow.

Mr. James has had frequent meetings with farmers and other rural people in 24 South Carolina counties to inform them of governmental and other programs (ARA, MDTA, USDA, State technical schools, job opportunities in private industry and government, etc.). These are generally county-wide meetings; teachers, ministers, and other professional people have participated. Representatives of the 24 counties have now also been organized into four inter-county groups of six counties each, with regular bi-monthly meetings attended by the county leadership to discuss problems of mutual interest, to exchange information, and to plan programs. Mr. James succeeded in organizing these groups for this cooperative effort and attends each of the meetings.

With the cooperation of the state director of the South Carolina Credit Union League, Mr. James has arranged frequent meetings explaining the purposes and advantages of credit unions to various county groups and has been instrumental in getting several rural credit unions started.

When South Carolina suspended all MDTA programs as a result of directives from USDL that all such programs should be integrated, Mr. James was successful in persuading the State Employment Security office to arrange several integrated training projects utilizing private facilities (the State refused to provide public facilities for non-segregated programs). In one such case (Florence, S.C.) the State Employment Service was ready to give up an MDTA training course in Automobile Body Repair (a $46,000 project) as they were only able to find three eligible trainees in the whole county. Mr. James was asked to find 17 additional trainees in five days. He was successful in finding the necessary qualified applicants, and the training course was started with five white and fifteen Negro trainees.

Mr. James was also successful in arranging for an on-the-job training program for Negroes for the Wayne Line Furniture Company in Ridgeland, S.C. They are now working on a completely integrated basis with the white employees of the factory.

The State of South Carolina has recently agreed to undertake a program of 33 MDTA training projects, with a grant of more than $5 million. These will be integrated programs. Mr. James has been requested by the State Coordinator of MDTA to help explain and publicize this program to the Negro community. The coordinating state agency for this program is the State Technical Education Commission, which already operates integrated area training centers.

Unemployed and underemployed farm and rural people who are not eligible for unemployment insurance are not familiar with the placement services available through their State Employment offices. Mr. James has been encouraging all people in need of jobs and/or training to make application at their local employment offices. In one county 17 Negro applicants were turned away as "not eligible." As a result of NSF intervention with the Bureau of Employment Security in Washington, all applicants who have recently applied have been courteously received and registered.

Mr. James is serving as chairman of a Coordinating Committee on Merit Employment and has been successful in finding job openings for Negroes in government and private industry, as well as in having Negroes upgraded to better jobs in department stores and elsewhere.

Work in Progress

Mr. James is currently involved in the following activities, among others: obtaining a feasibility study for establishing a farmer cooperative in Jasper County; helping a group in Dorchester County to obtain federal financing to establish a home for senior citizens; exploring the possibilities of establishing a recreation center in Orangeburg County; securing jobs for qualified Negro applicants at ARA-financed Piro-Wood Industries in Denmark, S.C., and at other federally financed industries; working with a group in Colleton County that is interested in establishing an industry in their county with ARA financing; surveying the need for surplus food distribution in various counties and petitioning the county commissioners to undertake such a program.

DRAFT

THE NEGRO VOTER: HIS ROLE IN THE SOUTH AND IN THE 1964 PRESIDENTIAL ELECTION

- Lloyd J. Elliott * '7

On November 3, 1964, 70,~~621~~,542,500 American voters ~~went to the polls,~~ excercis~~ing~~ed their right -- and their duty -- to decide whether the United States would be lead by its thirty-sixth or its thirty-seventh president during 1965-1968. This record vote, ~~some~~ 1.8 million in excess of the previous high total set in 1960, overwhelmingly reelected the thirty-sixth president, Lyndon B. Johnson, by the greatest majority (61 percent of the total vote) and the greatest margin (nearly 16,000,000) in American history. Johnson's vote majority in the 44 states he carried has been exceeded only by Roosevelt's winning of 46 states in 1936; his Electoral College vote of 486 was smaller than only the 523 ~~[illegible]~~ achieved by Roosevelt in that same year.[1]

Voter participation records were set last November not only by all Americans, but also by Negro Americans. Reliable estimates place the nationwide total of registered Negroes at more than 6,000,000.[2]

2 on back

~~For the American Negro, in 1964, the issue [illegible] was Civil Rights. His focus on the election was directed toward President Johnson's support of the recently passed Civil Rights Act and Senator Goldwater's vote against it, this view being reinforced by the kind of support won by Goldwater and its sources, especially from prominent Southern politicians such as Senator Strom Thurmond. [illegible] Civil rights and certain closely related economic, social, and education issues ~~[illegible] were~~ influenced negroes to register and to vote in record numbers.~~

* S.E., SRC, Atlanta, Georgia.

1 The unanimity of electoral votes received by George Washington in 1789 and 1792, and the near unanimity achieved by James Monroe in 1820, outrank both the Roosevelt and Johnson performances. However, these votes occurred in an earlier and smaller America and are scarcely comparable to recent ~~[illegible]~~ elections.

2 National Association for the Advancement of Colored People, New York; news release, October 13, 1964.

It can be presumed, then, that between 4,500,000 and 5,000,000 Negroes actually voted. And they voted even more heavily for Lyndon Johnson than did the nation as a whole.[3] Johnson received some four and a quarter to four and three-quarters millions of Negro votes. Without this one-sided Negro vote, Johnson would have had majority of more than 11,500,000 votes, still the largest popular margin ever, but his precentage of the total vote would have fallen to about 58.5, or less than that received by Roosevelt in 1932 and 1936, by Harding in 1920, and about equal to Herbert Hoover's percentage performace in 1928.

And what of the Negro vote in the South,[4] where, despite the continuing twentieth century exodus of Negroes, half of America's approximately 20,000,000 Negroes live?[5] The Southern Regional Council estimates that slightly more than 2,000,000 ~~(two million)~~ Negroes were registered to vote in November, 1964, in the eleven southern states which once formed the Confederacy,[6] ~~This is~~ about one of every three registered Negro voters in the United States. Their numbers ranged from an estimated 28,500 in Mississippi to an official 299,960 ~~300,000~~ in Florida, from a miniscule five percent of the Mississippi electorate to nearly seventeen percent of the voters of South Carolina and Georgia.

With some notable exceptions, southern state and county officials are unusually reluctant to release voter registration data, especially when the racial composition of the electorate is requested specifically. It is common for these officials to protest that no records are kept by race. In some instances, this is so; more often, I suspect, it is not. An attempt to analyze the South-wide vote on a racial basis thus necessitates improvisation and compounded estimations.

3 See page .

[4] Throughout this paper, the South means the eleven states [redacted] of the Confederacy, viz., Virginia, the Carolinas, Tennessee, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas and Texas.

[5] In 1960, 9,862,000 of 18,872,000 American Negroes, or 52.3 percent, lived in the eleven Southern states.

[6] See appendix, Table 1.

Forced to estimate, we at the Southern Regional Council have relied on a simple, direct tactic in our racial analysis of voting results: we assume that Negroes and non-Negroes voted in the same proportion in each political jurisdiction, e.g., in a state, in a Congressional district, in a county. Since, typically, registered Negroes have [redacted] voted in greater proportions than have registered whites, this method [redacted] generally produces a reliable yet conservative estimate of the Negro vote.

Application of this technique to the 1964 presidential election date produced these results:

STATE	ESTIMATED NEGRO VOTE	WINNER"S MARGIN	WINNER
Alabama	65,900	268,353	Goldwater
Arkansas	82,200	70,933	Johnson
Florida	222,600	42,599	Johnson
Georgia	191,200	94,043	Goldwater
Louisina	122,900	122,157	Goldwater
Mississippi	21,100	303,856	Goldwater
North Carolina	167,200	175,295	Johnson
South Carolina	89,100	93,348	Goldwater
Tennessee	153,000	126,028	Johnson
Texas	251,400	704,619	Johnson
Virginia	138,450	76,704	Johnson

To be candid, these figures quite likely overstate the Negro vote in Mississippi, where white voters turned out in unusually heavy proportions (for Mississippians) to back Senator Goldwater, and in Texas, where it might be questioned if nearly ninety percent of the registered Negroes voted as nearly ninety percent of the total electorate apparently did. More likely, however, they underestimate the Negro vote

[7] The reason for this may well be that whereas the heaviest enfranchisement of Negroes is in the cities, a disproportionately high percent of white registration is in rural areas. Further, the highest turnouts ~~of registered voters for elections~~ of registered voters are in the cities for Negroes and in the rural areas for whites. See V. O. Key, Jr., Southern Politics in State and Nation (New York: Alfred A. Knopf, 1950), pp. 526-7.

1 space

[8] See Appendix, Table 1.

in the Carolinas, where the turnout of registered voters was the lowest in the South, less than sixty-five percent. ~~However,~~ Bat these possible weaknesses in the ~~method of~~ estimates do not effect the conclusions which can be drawn from the voting tabulation above. As stated in the much-quoted opeing paragraph of the Southern Regional Council's post-election news release, it is evident that:

> Of the six southern states carred by Democratic Party in the 1964 Presidential election, four (Arkansans, Florida, Tennessee, and Virginia) clearly would have gone Republican had it not been for the Negro vote. One other, North Carolina might have. Only in President Johnson's home state of Texas among the eleven states of the South did the Democratic Party clearly receive the majority of white votes.[9]

In order to support such conclusions, we must, of course, divide the Negro votes between Democrat and Republican. For ~~previous~~ earlier presidential elections, an accurate division ~~supposition~~ might have been difficult to achieve; in the 1964 election, however, division is simple. In so far as the ~~[illegible]~~ Negro voter was concerned, in the 1964 election the issue was Civil Rights. (Note that here I write Civil Rights, and not civil rights.) Whatever his ~~racial~~ record on racial issues as congressman and senator, President Johnson, for more than any other single person, had been responsible in a positive way for passage of the ~~[illegible]~~ broad Civil Rights Act of 1964. His record on race as President and as the late President Kennedy's vice-president had been good. ~~as far as Negroes were concerned~~. Much of the Negroes' enthusiastic response to John F. Kennedy had been transferred by them to his successor, Johnson.

9 Watters, P.W., and Elliott, L.J., "What Happened in the South?" (Atlanta: Southern Regional Council, Inc., November 15, 1964), p.1.

Senator Goldwater, on the other hand, had voted against the Civil Rights Bill. He [redacted] campaigned [redacted] for States Rights, and States Rights, especially in the South, reads White Supremacy when "spelled forward." ~~Besides~~ Too, the ultra-conservative economic philosophy of the 1964 Republican Party platform, and more especially of the Goldwater campaign, ran precisely counter to what most Negroes (and, apparently, a great majority of all Americans) conceived to be their best interests. Furthermore, many of Senator Goldwater's supporters -- especially his southern supporters -- were all too vocal in characterizing the Negroes drive for equality as something subversive, "un-American", "communist inspired."[10]

To any Negro, any one of these factors was a potential "last straw." To the southern Negro, their combination was reason enough to support, overwhelmingly, the re-election of the first southern president in nearly a hundred years. ~~And~~ That support was translated into a massive Negro Democratic vote, put by reliable observers at from 88 percent Democratic in Florida, statewide, [redacted] to more than 99 percent Democratic in some urban "Negro precincts." It is unquestionably sound to assume that the 1964 southern Negro vote was at least 95 percent Democratic.

Hence it may be concluded with reasonable certainty that President Johnson led in Florida, Virginia, Tennessee and Arkansas only because he carried the Negro vote so overwhelmingly. For instance, even a "low" 88 percent of the Florida Negro vote would still be more than four and one-half times as large as Johnson's 42,600 vote majortiy. Johnson's margins in Virginia, Tennessee, and Arkansas [redacted] as a percentage of those states estimated Negro vote, are 55.4 percent, 82.4 percent, and 86.3 percent, respectively. Since the Negro Democratic

10 It is singularly ironic to me that Communism's most vocal opponents seem to find that philosophy so much more "inspiring," at least potentially, than do those who are supposedly under Communist influence.

vote in each instance was much larger than these percentages, there is little doubt of the source the Johnson margins in these states; clearly, they came from Negro votes.

In North Carolina the issue is in doubt. The estimated 167,200 Negro votes -- which, it will be remembered, does include some Republican votes -- was some 8,000 votes less than the Democratic margin. But, it will also be remembered, this estimate of the Negro vote is likely to be conservative, and probably doubly conservative.[11] The actual Negro vote may have been slightly larger than Johnson's margin. But, even assuming a Johnson majority of white votes, other interesting speculations arise. For example, how may white North Carolinians were there who, undecided as to which party to support, but expecting of a Democratic base of 150,000 to 200,000 Negro votes, voted Democrat so as to "ride with the winner"? Such a question, though it has no answer, must be considered.

The North Carolina result is thus too close to call. Yet this much is certain: without the Negro votes, Johnson's North Carolina margin would have been very thin at best and possibly non-existant.

President Johnson must have received a Negro vote majority in the South of about 1,400,000. Had he and Goldwater shared in the southern Negro vote equally, or, had their been no southern Negro votes whatsoever, Johnson's national majority would have been cut from 15.95 million to 14.55 million, and his share of the total vote from the actual 61.0 percent to 60.1 percent in the first case (an even split), or to 60.3 percent in the latter (no Negro votes). Either percentage would still have been a stunning victory, and on the order of that which Johnson actually won.

But consider the difference made by the southern Negro vote

[11] See page

in the Electoral College. Had the Republicans won Florida, Virginia, Tennessee, and Arkansas, as clearly they would have without the Negro Democratic vote, the electoral vote would have been Johnson 443, Goldwater 95, instead of the actual 486-52. Had the 13 electoral votes of North Carolina gone to the Goldwater also, the electoral vote result would have been 430-108.

These figures seem to indicate that President Johnson would have been reelected, comfortably, even without the southern Negro vote, that is, if the southern part of the Republican "southern strategy" had succeeded completely. Therefore, what difference did the southern Negro voters really make?

I submit that the southern Negro voter, in the 1964 election, made the following "differences": (1) he prevented a serious sectional schism in both major national political parties; (2) mostly he aided, but in some ways he retarded, the development of a truly two-party South; (3) he made certain that there would be intensified Negro voter registration drives, efforts which have already culminated in the events of Selma, Montgomery, and (very likely) will lead to a stringent federal voting rights legislation; (4) he brought <u>overt</u> racism to its end as an issue in national compaigns, and closer to its end as an issue in state and local campaigns, and (5) he made certain that there will be more trying times in the future for racist and fence-straddling southern politicians, both those who are incumbent and these who will be seeking, national, state and local office.

These would be significant achievements for any million and a half persons at any time. Can such claims be supported with regard to the southern Negro voter in 1964? I think they can,

~~with regard to the southern Negro in~~

though by no means is the evidence in their favor so complete as to defy questioning.

First, how did the southern Negroes' votes prevent serious splits along sectional lines in both major parties? They did it by preventing the resurrection of a Solid South -- this time, not merely a solidly Republican South, but a solidly Goldwater Republican South. Maps depicting the 1964 election results show all non-South states except Arizona in the Democrat color or shading, and in Republican tones only Arizona and the tier of five Deep South states reaching from Louisiana to South Carolina -- a grouping labeled so aptly "the Wall States" by the Norfolk Virginian-Pilot. Without the Negro votes, this wall would have become a sectional bloc of the whole southeastern United States, extending solidly from Virginia to Florida and westward across to Arkansas and Louisiana.[12] A Goldwater Republican Solid South would not only have prolonged--it would have intensified--the influence of the conservative leaderships of most southern states' Democratic parties in the councils of the National party. The Byrds, Russells, Ellenders, et al, would have been in a position to say "I told you so." They would have had a base from which to push within the party and within the Congress for a "go slow, no go" policy or racial matters. Those sentiments among southern Democrats which led to the constant intraparty harangue over the civil rights plank in the platform, the Dixiecrat split-off in 1948, and the less than enthusuatic support of Stevenson, Kennedy, and Johnson in 1952-1964, would have been strengthened immeasurably.

Democrats from all other sections of the country, having observed the overwhelming victories won by a racially progressive Democratic platform and candidate, might have been in a mood to invite the South to

12 With the possible exception of North Carolina.

go wherever it would. The result could have been a serious intra-party split. Instead, Goldwater's failure to win even a majority of the South's states, popular votes, or electoral votes leaves no gound on which a spokesman for a Democratic "southern strategy" might stand. The 1964 election results have had a definite moderating effect on the southern Democratic leadership. The more elderly of these leaders seem more resigned to a fate of dwindling national influence, although they of course can expect to be reelected from the own constituencies. The younger men -- Governor Wallace is a singularly outstanding exception -- have become more tractable, more flexible, more resigned to the inevitableness of change. Many of those who plan to seek reelection far into the future are quietly or even overtly mending their racial fences. Other elements of southern Democratic leadership, allied more closely to their national counterparts, hope openly that the racially-promoted sectional split which has plagued the Democratic Party for so long has now been removed to the Republican Party.

Within the national Republican Party, the proponents of the "southern strategy" have been so thoroughly routed. The exit of John Grenier of Alabama and Dean Burch from national party leadership followed ever so closely upon the November Republican disaster. From all appearances, the Republican "moderates" -- the Rockefellers, Scrantons, Romneys, Smileys, Hatfields, Kuchels (and, yes, even the Nixons) -- have regained an operative ~~if~~ tenuous control over the national party.

But, suppose the "southern strategy" had worked, if only in the South? Suppose, as would have been the case with out the Negro vote, Goldwater and his brand of Republicanism would have swept

the southeast from the Atlantic to across the Mississippi? Would Grenier, Burch, et al., have been repudiated so quickly and so easily? Might not Burch have been able to receive a vote of confidence large enough to remain in the party chairmanship? Would not the southern Republican voice, both within the party and in Congress, have been strengthened? Without the Negro vote, there would be in the 89th Congress two more Republican senators and at least a half dozen more Republican representatives, all of them from the South.

But Republican leaders from the rest of the nation would have not been more willing to continue the 1964 drift of the party toward ultra-conservatism and near racism. For them, a defeat by 11 states to 39 states and 108 electoral votes to 430 electoral votes would have been just as convincing as the actual 6 to 44, 52 to 486 defeat. Indeed, they might well have been even more insistent upon the party's moderating of both its policies and its image. Hence, it is more than likely that without the southern Negro vote, an intense sectional fight would now be going on within the Republican Party, too.

But, the southern Negro and his votes kept this from occuring to the Republican Party, just as those same votes prevented a recurrence of a long-standing similar quarrel among the Democrats. Instead, the national leadership of both parties are acutely aware of the dependence of future election successes upon holding in the case of the

Democrats) and [redacted] gaining ([redacted] by the Republicans) urban and minority group support. Both parties are keenly aware of the increasing importance of a growing southern Negro electorate; the party leaderships know that Goldwater Republicanism triumphed only in thos southern states where less than 45 percent of adult Negroes are registered to vote.

Both parties recognize that more southern Negroes will be voting in future elections, and [redacted] each intends to be the [redacted] receiver of this vote. It is this regard that the southern Negro vote has done much and will do more to promote a truly two-party South.

On the other hand, if the rising Negro vote [redacted] remains in the South, as heavily Democratic as it was in the 1964 national elections, a two-party South might be retarded. Republicans now hold very few elective offices in the South. Without substantial Negro support, it [redacted] could become increasingly difficult for [redacted] Republican candidates to win southern elections.

Yet, southern Negro voters will remain Democratic voters only if Democratic party policies reflect Negro interests adequately, and this is likely to occur only if Negro leaders are active in the party leadership. Such [redacted] participation might then drive the [redacted] more militant segregationists out the Democratic Pary, into -- perhaps, although I doubt that they will long be welcomed there -- the Republican Party, or, more likely, into regional splinter parties. Any such exodus [redacted] by white Democrats could lead to a more equal balance of members of both major parties, and thereby promote a two-party South. To conclude on this particular point, it seems that the southern Negro vote in 1964, on balance, will aid two party development. Indeed, it may well promote a multi-party South.

Even more keenly aware of the growing importance of the southern Negro vote is the southern Negro himself. One need not be more than mildly astute to realize that, for the Negro, conditions are best where the Negro votes most. One need not be more than mildly awake to know that, for the Negro, conditions are worse where the Negro votes least. Not only politics is involved, but also economics (employment, education, housing, public services) and individual human dignity.

This is what "Selma" is all about. The voter registration drives of the last decade, particularly those of 1962-64 under the auspices of the Southern Regional Council's Voter Education Project, were chiefly responsible for the existence of a Negro vote potent enough to change the results in four or five southern states. Without the greater-than-normal increase in Negro voters resulting from the registration drives, Florida and possibly Virginia would not have gone to Johnson.

Throughout the South, Negro leaders are convinced, after 1964 more than before, that one of the principal routes to a better life for the Negro is through the ballot box. In 1964, it was seen what the Negro can do when he votes.

As more Negroes vote, and as they vote in more elections throughout the South, what the Negro will do will increase geometrically. The Negro leadership, therefore, intends to see that increased vote realized. Given the Civil Rights Act of 1964, the pending voting bill of 1965, and the events in Alabama in 1965, there is little doubt that it will be realized.

Whether the Republican's 1964 strategy intentionally promoted a racial bias "white blacklash" vote -- or if the intent was only to take advantage of a supposed political reality -- the

tactic failed miserably at the national level, succeeding only in the "Wall States." Whatever thoughts either national party's leadership may have had on the potential of a blacklash vote should have been swept away by the 1964 national election. Thus, we ought not to see again soon, if ever, campaign strategy on the national level which so nearly approaches overt racism. It also may be that we have seen the last of overt racism in political campaigns in the border states of the South especially in contests which are either statewide or urban. Overt racism probably will linger on in the Deep South -- i.e., in the "Wall States" -- but it will become less immoderate and more sophisticated, as in the most recent governor's contest in Louisiana, where what once would have been "Nigger!" became, instead, "Bloc vote!" As the Negro vote there grows, overt racism will fade even in the Deep South.

Covert racism of course, will remain a part of political campaigns at all levels and in all sections of the country. I suspect that the incidence of covert racism in politics will grow rather than decline, and that this will be manifested in terms of "property rights," much as overt racism has been manifested as States Rights. At the root of this covert racism will be the Negroes' drive for better housing.

Finally, the 1964 voting results portend more difficult times for the ex-racist among southern politicans and also for those who have been straddling the racial issue. As the Negro vote grows and spreads, elected officials who have made their mark as race baiters will be pressed to recant. Some will refuse, but will do so at increasing peril to their reelection. Others will compromise; some may even come full circle and profess anti-segregation once that stance becomes profitalbe politically.

Pro-segregation officials who have managed thus far either to evade the race issue or, somehow, to maintain political feet in both racial camps, will be forced to make a public choice. Difficult as it may be for some, most will probably evolve into racial moderates. Some may reap defeat from sowing moderation, especially in the immediate future and in the Deep South; others, probably most, will make the transition successfully. But, each will have to define, openly, his human rights position, and then take the consequences.

In conclusion, it now seems realistic to forsee, within our lifetimes, that long-awaited end to race as the dominant issue in southern politics. Heretofore we might only have hoped for this, but because of the events of the last several years, the result is now sure. Certainly other events have made this result very likely; the southern Negro, with his votes in 1964, has made it certain.

APPENDIX, Table 1

ESTIMATION OF NEGRO VOTE, 1964 PRESIDENTIAL ELECTION -- ELEVEN SOUTHERN STATES

Based on final returns

State	Registered Voters	Total Presidential Vote	Per Cent Voting	Registered Negro Voters	Estimated Negro Vote	Winner's Margin & Winner
Alabama	1,057,477	689,817	65.2	101,000[a]	65,900	268,353-G
Arkansas	725,000[a]	560,426	78.3	105,000[a]	82,200	70,933-J
Florida	2,500,500	1,854,481	74.2	300,000	222,600	42,599-J
Georgia	1,610,000[a]	1,139,157	70.8	270,000[a]	191,200	94,043-G
Louisiana	1,201,785	896,293	74.6	164,689	122,900	122,157-G
Mississippi	553,500[a]	409,146	73.9	28,500[a]	21,100	303,910-G
N. Carolina	2,200,000	1,424,983	64.8	258,000[a]	167,200	175,295-J
S. Carolina	816,457	524,748	64.3	138,543	89,100	93,348-G
Tennessee	1,628,825	1,144,046	70.2	218,000[a]	153,000	126,082-J
Texas	2,976,967	2,626,811	88.2	285,000[a]	251,400	704,619-J
Virginia	1,304,609	1,042,267	79.9	173,293	138,450	76,704-J
	16,575,120	12,312,175[b]	74.3	2,042,025	1,505,050	(c)

[a] No official data available; estimated.

[b] Includes 210,732 votes for Alabama's unpledged Democrat electors and votes for minor party candidates.

[c] Johnson's Southwide margin over Goldwater was 103,743 votes, or 314,475 votes if the 210,732 Alabama "unpledged Democrat" votes are credited to Johnson.

Sources: Southern Regional Council; Voter Education Project; Congressional Quarterly, March 26, 1965, No. 13 Part I.

[NM: Caps in title, only]